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San Diego, Calif. — The United States Navy Baseball Team holds up the Cmdr. Lawrence S. Jackman Trophy after defeating the Marine Corps 5-3, during the 14th annual Navy vs. USMC game, sponsored by the San Diego Padres, at Qualcomm Stadium. This year's game was played following the July 20th Padres 3-2 victory over the Arizona Diamondbacks. U.S. Navy photo by Photographer's Mate 2nd Class Daniel A. Jones.



Straight From The Top

Shipmates,

I've been at Navy Personnel Command for a several months now after a super tour as the Commanding Officer at JMF St. Mawgan in the United Kingdom. I have been on the receiving end of orders, waiting for billets to be filled and working to get my Sailor's a "good" set of orders. Learning this job has been an education. There are quite a few moving parts involved to get a set of orders out. I can proudly tell you that the detailers consistently strive to provide Sailors the best career management and give sound advice. Your detailers are always finding new ways to encourage Sailors to take those hard to fill career-enhancing billets, which will lead to evaluations getting them selected at promotion boards.

I want to encourage you to take on the jobs that will maximize your career progression and advancement. I was very encouraged to see the quality of Sailors picked up during this latest CPO Board. Congratulations to the new "Chiefs". As in boards in the past, sustained superior performance at sea was critical for selection. Ask your detailer and work with your Career Development Boards to find the breakout jobs needed for advancement.

One of the principal ways to communicate with Millington is through Team Detailing. Team Detailing is alive and well and available to the Navy Counselors and Command Retention Teams as a means of communicating their Sailor's desires to the detailers prior to coming into their rotation window. This is a program that enables Sailors to reach an understanding of what could be available with regard to their next duty station. It provides the detailer information, including the Sailor's desires, and helps the Sailor form reasonable expectations. This program is used from 13 months prior to the Sailor's PRD until they enter the detailing window. I am encouraged with the various means of communication available. Detailers and Commands are communicating in many ways, web based, fax, email or telephone. Early communication is a key to getting the job you want.

If you have not gotten up to speed on the Assignment Incentive Pay (AIP) Program, I would recommend you do so. It might put a few more dollars in your pocket. AIP is providing Sailors with an opportunity to bid for jobs that are located in Sigonella and Naples, Italy and Misawa, Japan. When entering JASS and applying for an AIP job you enter your bid amount and the most qualified person with the lowest bid is selected for the job. The Career Counselors have the latest information on AIP but if you want the details, go to the Stay Navy web site and read the info at the NC's corner.

I hope by now everyone is fully familiar with the Perform to Serve (PTS) Program. Without a reservation the detailers will not be allowed to negotiate orders with first term Sailors in a CREO 3 rating. To get the best opportunity for that critical reservation make sure you have your application in not later than 13 months prior to your PRD.

Additionally, to increase your opportunity to "Stay Navy" and for you to meet the rating requirements for a different rating, use the opportunity in PTS to apply for conversion. I do not want to see good Sailors leave the Navy just because they missed the opportunity to apply for conversion to a rating where they could have succeeded. If you are a first term Sailor in a CREO 3 rate: **WHAT ARE YOUR INTENTIONS?**

We are trying to improve the detailing process every day. Detailers are the Sailor's advocates and we have your career progression in mind. You may not always get everything you want, but we will always try to do what is best for you and the Navy. Work with your Command Retention Team so they can team with PERS-40 between thirteen to ten months prior to your PRD and then contact your detailer when you come in the nine-month negotiation window. You and your detailer will be prepared to talk when you enter the window because you'll both be aware of all issues involved in your transfer. Plan early and get the gouge.

CAPT W.G. Scull, Director, Enlisted Assignments Division

Command Master Chief Detailer

Congratulations to the selectees from the June 2003 CMC and Senior Enlisted Academy selection boards. If you have not yet contacted this desk, please do so at your earliest opportunity to discuss detailing opportunities or possible SEA class convening dates.

If you were not selected for CMC this time, don't lose faith – continue to apply. As with any selection board, ensure your package is complete, in accordance with the requisite directive, and is sent through your chain of command (both inside and outside the lifelines) early enough to receive the necessary endorsements.

Have your CMC print out the "Board Feedback" article under my pull-down on

MCPON's Direct Line. It lists the most common package discrepancies and lessons learned. The deadline for package receipt is 01 December for the next board in late-January 2004.

I receive several questions each week from sitting CMCs asking what type of command they should try on their next tour. That depends on the individual CMC.

Whether you're looking for a position on the CNO/MCPON Advisory Panel, a Big Deck platform, or just want to stay in the community you grew up in ... I recommend you diversify your Bio. Make yourself marketable, don't be afraid to try something different, and don't be locked into one geographical area.

In fact, if you've been in the same homeport for "more than a few" tours, be prepared to go elsewhere. There are very few locations where there are an equal number of shore and sea duty billets. Remember – we are *all* worldwide assignable!

Lastly, I challenge you, my brothers and sisters in the CMC community, to live and pass on our CPO Core Competencies: **Lead, Develop, Communicate, Support.**

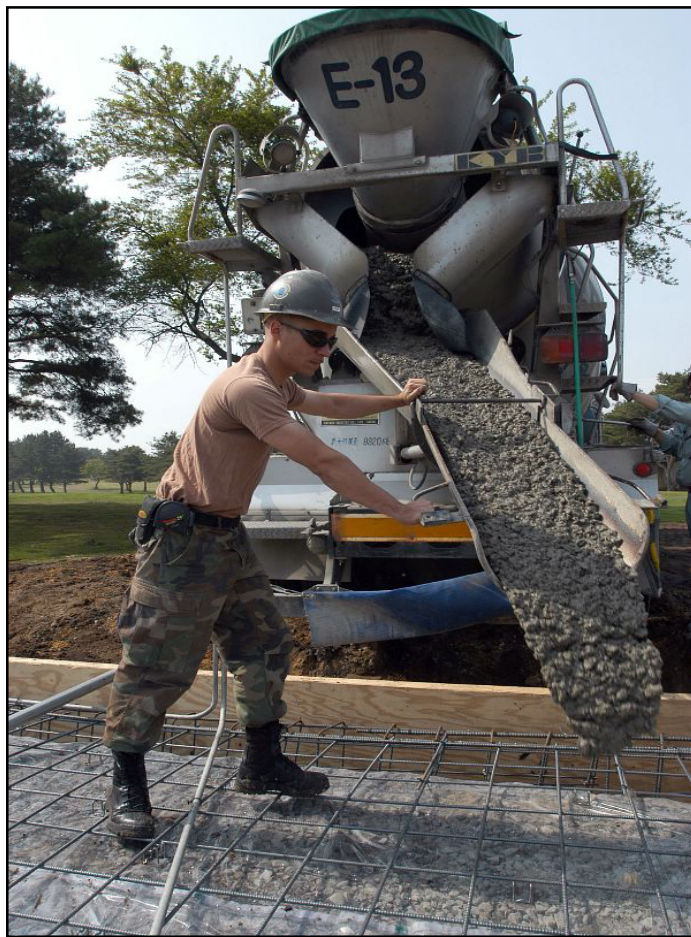
Take care and have a great Navy Day!

*CMDCM(SW) R. T. Gudge, PERS
40FF*

Pers 401C

Congratulations to our newest group of Chiefs! Well Done! You should continue to strive and take those tough jobs that got you to wear khakis. NPC is in an ever-moving state with new programs such as Assignment Incentive Pay where you get a chance to bid via JASS, on jobs overseas and receive extra pay for taking hard to fill jobs. For those currently serving at Naples or Sigonella and went there on sea duty, you will continue to get credit for sea duty. For E-4's you have seen the change in your High Year Tenure time from 10 years to eight years. Your detailers have contacted your command if you fall into this window to communicate scenarios that fit each member's situation. Guard 2000 requests are limited with regards to maximum time of service to eight years or less which will directly affect your negotiations with your detailer. Contact your detailer or Career Counselor for further details.

*PERS 401C
Seabee RAO/E8/9 Detailer*



Builder 2nd Class Ome Firpi, pavilion project manager, volunteers his time to level out a concrete foundation as part of a Navy Misawa Seabee project. U.S. Navy photo by Photographer's Mate 2nd Class John Collins.

The Orders Process

When requesting a set of orders, you have a lot of decisions to make. For first term Seabees (all of you on your first enlistment contract) Perform To Serve (PTS) is the first step in the orders process. Your PTS request should be submitted well in advance of your Enlisted Active Obligated Service (EAOS) date. PTS requests can be submitted up to 15 months prior to your EAOS through your Command Career Counselor (CCC). Applications are evaluated starting when a Seabee is 12 months from their EAOS. This may also be the opportunity to select another rate. The Navy needs good men and women to fill CREO Group 1 and 2 rates. The next step in the orders process is Team Detailing. Team Detailing is the communication step between the detailer, Seabee and command representative. As a detailer, we record all information, such as dependent status, duty preference, and location desired. When you get with your CCC make sure you provide your duty preferences, what you want for your next job, whether you prefer a specific location or a specific type of billet. Your CCC will share your career desires with us and we will take your desires into account. On occasion, members make requests as far out as 13 months from their Projected Rotation Date (PRD) but do not get with their CCC when they roll into their orders negotiation window at the 9 month from PRD. The CCC submits an applications into JASS based on the old desires and the member gets selected, based on correspondence and conversation between the detailer and CCC. Once you have been selected via JASS, orders are written. Once negotiated and orders are written, changes are very difficult to make. Know what direction you want your career path to go in, negotiate for orders before the end of your sixth month, make realistic requests that benefit you, and the Navy. You may be surprised how easy the process can be when you stay on top of your career. Take time to visit your CCC and discuss the process and your options.

*PERS 401CE
BU/EA/SW E6 and below detailer*

Position Of Responsibility

I would like to congratulate our newly selected Chiefs! To those of you who weren't advanced, keep your head up and charging forward. Study, Study, Study!

Fortunately, I had an opportunity to be a recorder for one of the recent selection boards and am able to share what was considered for selection. Some of the major traits for selection were Sustained Superior Performance, Peer Group Breakout, Outstanding CO's Endorsements, Score Above CO's Average on Fitness Reports, Ranking Well in Large Peer Groups, Challenging Primary and Collateral Duties, Sailorization, and Good Sea/Shore rotation.

If you are in need of guidance, visit your command career counselor or sit down with your LCPO. They are there to help you with career planning and also detailing, from JASS applications to execution of orders. Advancement opportunities are available, but you must continue to strive to make yourself more competitive. I cannot stress enough the importance of aggressively pursuing your Seabee Combat Warfare designation, re-qualification, Master Training Specialist and any of the other warfare designator that

you may obtain.

Your detailers are here to assist you in making sound career decisions. If you have questions that you just cannot seem to find the answer to, give your detailer a call or send him or her an email. I am not saying that we have all the answers, but I know we can assist you in getting your answer.

Finally, I task you to take charge of your own careers. Review your official military record and ensure that everything is correct.

PERS 401CF1

EO/CM E6 AND BELOW DETAILER

Wanted: Seabee Divers

Dive into a whole new world and become an Underwater Construction Technician! Want to be part of a proud, hard working Seabee team that travels the world working on and under the oceans? Underwater Construction Technicians are Seabees trained in diving. Diving allows Seabees to apply their skills underwater. Seabees start their training with Underwater Construction Tech Basic School, located in Panama City, Florida and are awarded the NEC 5932. After a few years of solid performance in the UCTs, Seabees attend the Advanced Underwater Construction course and are awarded the NEC 5931. After many years of successful performance, a skilled Seabee is evaluated for selection as Master Diver.

Seabee divers are eligible to receive Dive Pay (2nd Class Dive pay \$150/month, 1st Class Dive pay \$215/month, Master Diver pay \$615/month), Special Duty Assignment Pay (SDAP \$110/month), Hazardous Duty Pay (HDAP \$150/month) and reenlistment bonuses up to \$45,000.

Entry requirements: Naval Military Personnel Manual 1220-100.

If you are ready for the challenge, contact the command career counselors at: UCT ONE at commercial (757) 462-3984 or DSN 253-3984 or UCT TWO at commercial (805) 982-5948 or DSN 551-5984.

PERS 401

Branch Head



Operations Specialist 2nd Class Matthew Medeiros, left, and Boatswain's Mate 1st Class Hans Jacobs, both divers, assigned to the salvage ship USS Safeguard (ARS 50) assist Royal Brunei Navy (RBN) diver Cpl. Heidi with preparations for a training dive. U.S. Navy photo by Lt. Chuck Bell.

Spouse Co-location Assignments

There seem to be a lot of Seabees that are confused about the spouse co-location process. It is critical that both military members of the family submit their 1306/7 requests via their chains of command 12 months prior to their PRD to allow enough time to coordinate the assignments with both members' detailers. It is our goal to place both service members in billets that are good for their careers in the same geographical location while maintaining proper sea/shore rotation for both members. Remember assignments are made so one member is on shore duty while the other is on sea duty.

PERS 401CD1

UT/CE E6 and below Detailer

Fleet Divers

In 1973, the Naval Health Research Center conducted a study on the "Social Development of Navy Divers." In summary, the study concluded, "divers are significantly different from the norm." The results showed that divers rebelled early against the restrictions of formal social institutions and were successful in directing this activity and aggression toward an occupation in which these characteristics may not only be useful, but necessary.

If you feel you are Navy Diver material and want to experience diver "Hooyah," contact your local Diving Locker they will point you in the right direction. For a list of prerequisites, refer to Milpers Manual, 1220-100. Dive classes graduate between 15 and 20 new Second Class divers from each class which run approximately eight times per year. Dive school is 14 weeks long. Manning of the dive community is approximately 80 percent. This means we have room for those of you who are adventurous, high-spirited and hard working.

For those of you who are already divers feel free to call me about any questions or concerns you have, I look forward to talking to all of you. ENCM (MDV) Dan Briggs has left the building, BZ for all his effort and wisdom in guiding our community for the past three years.

PERS 401DC

Fleet Diving Detailer

EOD

As the community moves to balance manning and mission requirements at the units, it becomes imperative that everyone step up and take those jobs that improve professional development and assist the community in putting leadership and technical expertise where it is needed.

Over the last five years the missions of our community have changed and expanded. We need to ensure we have the enlisted leadership in the right spot in order to mentor and train those that will follow in our footsteps. Currently we are experiencing a shortage of experienced EOD Technicians at NAVSCOLEOD, NAVEODTECHDIV, EODTEU ONE and our detachments in Japan. If you are a Senior or Master EOD Technician these are the places the community needs you. The community also needs khaki leadership at MU 5 and MU 3 to fill critical leadership billets, so if your looking to punch a ticket as a LCPO at sea these are the places you should be going, especially if you have not broken away from CONUS tours. I will work hard to ensure the Sailors and Chiefs that take the hard to fill billets are taken care of.

Every Sailor should be talking to his CMC or LCPO to determine what jobs will provide the best opportunities to advance both professionally and through advancement boards. You need to ensure you have a balanced sea/shore/training path in your record showing that you are a well-rounded and highly marketable EOD Technician. The rumor that you must stay at sea in order to advance is not true, you need to vary your duty assignments and ensure you are always taking and excelling in positions of leadership and added responsibility.

For those of you in the Fleet that are looking to find a job that offers something different everyday, the EOD community is the place for you. There are not a lot of jobs that allow you to jump, dive and conduct demolition operations on a regular basis. If you have questions about the EOD program contact AOCS (EOD) Ron Mitchell at 1-800-699-9895 ext. 258.

As I have completed my turn over with Master Chief Dawkins, I want to say I look forward to assisting you with your career decisions and the challenges of continuing the excellent work that the Doctor has done and we all have grown used to.

*PERS 401DF
EOD Detailer*

SEAL

NAVAL SPECIAL WARFARE is currently engaged in the Global War on Terrorism. This effort is at the front of the Navy's mission and the Naval Special Warfare Community is the force of choice. To meet this increased need, Naval Special Warfare is projected to grow over the next few years. This is a great opportunity for motivated and qualified Naval Special Warfare Candidates. If you think you have what it takes and meet all requirements to become a NAVY SEAL, we encourage you to submit your package for BUD/S in accordance with MILPERSMAN 1220-100. Contact your command career counselor for more details.

Team Guys

Advancement for us goes in cycles, and although we have been enjoying a high rate of advancement lately, it is still extremely important to have all of your required qualifications. When the advancement momentum slows, it is your qualifications and career history that is going to "break you out" from your peers. Before your roots get too deep, you should consider taking an assignment to one of our outlying commands or even an overseas unit. The four basics that you should keep in mind are: performance, qualifications, leadership positions and diversity in your career.

Duty at the Training Commands

The training commands are preparing our Teams for war and grooming the future leadership for key platoon positions. If you have done your time at the TEAM and are ready for another challenging position that will keep your war-fighting skills sharp and allow you to stay abreast of the latest and greatest, you should consider one of the Training Commands.

WANTED: SEAL Corpsman

Once again Corpsman are in high demand for the SEAL program. Upon graduation from BUD/S and SEAL qualification training, corpsman are sent to the Special Operations Combat Medical (SOCM) course located in Ft. Bragg, North Carolina. Upon successful completion of SOCM, SEAL corpsman will be assigned to a SEAL or SDV Team. Graduates are awarded NEC 8492/5326 and are then eligible for jump, dive, demolition, and special duty assignment pay (SDAP). SEAL corpsman are also eligible for a lucrative Selective Reenlistment Bonus!

Good Deals for SWCC!

The new SRB list is out and a multiple of 2.0 is authorized for zone A, B and C for NEC 5352. The multiples for NEC 5350 and 5351 are as follows; Zone A 2.0, Zone B 2.0, and Zone C 1.0.

We have billets for various foreign languages at the Defense Language Institute (DLI) located in Monterey California. If you have the desire and aptitude for attending DLI, you must be proactive and start the process at least a year from your projected rota-



Members of SEAL Team Two conduct SEAL Delivery Vehicle (SDV) training in the warm waters of the Caribbean. U.S. Navy photo by Photographer's Mate 1st Class Andy McKaskle.

tion date (PRD). The procedure for attending DLI is as follows. Take the Defense Language Aptitude Battery (DLAB) and if you scored high enough to qualify, submit a 1306 to NPC401D requesting a seat to DLI. Attending DLI is a PCS move and upon graduation you will be assigned to one of our language billets at a Boat Team, Group or Unit. Filling a language billet entitles you to the appropriate level of language proficiency pay.

While on the subject of training and money, the SWCC basic course CDP 151J is currently on the CAREER SCHOOLS LISTING (CSL). This means that you may be eligible for automatic advancement to Petty Officer Second Class if you reenlist upon graduation under the STAR/SCORE programs. SWCC School is undergoing some changes starting in January 2004. SWCC Class 47 will be the first to attend the new joint BUDS/SWCC pre-training course. This course is the first step in the revamping of the SWCC training pipeline, which will result in a more effective training process.

If you are interested in any of these programs contact your command retention team and see if you qualify.

*PERS 401DI
SWCC Detailer*

PERS 402A**New High Year Tenure (HYT) for E4 and below**

In accordance with NAVADMIN 160/03, the HYT limit for E-4, USN and USNR has changed from 10 to eight years. E-4 enlistments or extensions which exceed new HYT limits or go beyond 31 Aug 04 (whichever is later), may not be executed.

This adjustment is effective immediately, and will be phased in as listed below:

- E4 sailors completing 12 years of active naval service prior to 30 Sep 03 must separate when they accrue 12 years of total active naval service.
- E4 sailors with greater than 10 years of active naval service who would reach completion of 12 years of active naval service after 30 Sep 03, must separate no later than 30 Sep 03.
- E4 sailors completing 10 years of active naval service between 1 Oct 03 and 31 Aug 04, must separate when they accrue 10 years of total active naval service.
- E4 sailors who will have completed eight years or more of active naval service on or prior to 31 Aug 04, must separate no later than 31 Aug 04.
- E4 sailors completing eight years of active naval service after 31 Aug 04, must separate when they accrue eight years total active naval service.

Guidance on involuntary separation pay for HYT published in NAVADMIN 346/02 is hereby extended to August 31, 2004.

Assignment Incentive Pay (AIP)

NAVADMIN 161/03 can be found on the BUPERS webpage at www.persnet.navy.mil/messages.html. Detailers are not able to make JASS applications for billets that have AIP incentives; only your command career counselor has that access.

Damage Controlman: Great career opportunities

Hello, Shipmates! There are great career

opportunities within the Damage Control Rating that will provide you the challenges and experience you may need to set you apart from your peers.

Diversify your assignments. When applying on JASS, consider Special Programs assignments such as Recruiting and Physical Security. Also consider instructor billets at Great Lakes and the Naval Academy. These are great career-enhancing assignments. They are challenging, but very rewarding. Remember, you will be expected to do a tour overseas during your career. Serving on a forward-deployed unit provides you the opportunity to see the world and experience new and exciting cultures.

There are Officer Programs available for hard charging enlisted personnel. Seaman-to-Admiral, LDO/CWO, MCEP, PA, BOOST, EEAP, and the ECP Officer Program give Sailors other opportunities for upward mobility and career advancement. Take advantage of what the Navy has to offer, and in the long run you'll be glad you did. Good luck out there.

PERS 402DI2

DC E5 and below Detailer

Engineman

Greetings from the EN detailing shop. I want to introduce and welcome EN1 (SW) Gomez, who is taking over for ENC Sensano as the new E-5 and Schools Detailer. We wish ENC Sensano well as he heads back to sea aboard the USS Vicksburg (CG 69).

Engineman Detailers want to congratulate all the new ENC's. Now is the time to start thinking about how to keep your career moving in the right direction. If you are approaching your PRD, plan ahead when making decision concerning your next duty station. You may be thinking about doing a minimum activity tour (MAT) at sea as a Chief before heading to shore duty. This gives you the opportunity to have an E-7 FITREP at sea. Right now ENC's are only 81 % manned at sea, so we encourage new Chiefs to step forward and take career enhancing billets afloat to fill leadership gaps throughout the fleet.

If you are looking forward to shore duty, consider one of the challenging and rewarding shore duty assignments like Recruiting, Recruit Division Commander or Instructor



Engineman 3rd Class Conary Beckford performs checks on a Diesel Rack Alignment aboard the amphibious assault ship USS Kearsarge (LHD 3). U.S. Navy photo by Photographer's Mate Airman Kenny Swartout.

duty. Any one of these assignments will help to shape and mold future Fleet Sailors. If neither of those type duties interests you, then how about becoming a Diesel Engine Inspector (DEI). Currently the Navy is short handed on DEIs and we are looking for a few outstanding technical experts. The job as a DEI is a challenging and rewarding one. You get to work on the deck plates with the Sailors, providing hands-on training while assisting them in troubleshooting and repairing engines. Now that the gears are turning, and your saying; what do I need to do to become one the Navy's finest DEIs?

First, you can either contact a DEI at one of the local FTSC's, or contact ENCM Paul Martin, the EN E-7 through E-9 detailer and he can provide you with information on getting set up to take the pretest. The DEI program is open to EN and MM (aux) submariners in pay grade E-7 and above.

In closing, several of the duty assignments mentioned may qualify for Special Duty Assignment Pay (SDAP). Check NAVADMIN 003/03 and OPNAVINST 1160 to see which ones you may qualify. Keep

the lights on, the screws turning and sail safely. Link to NAVADMIN messages at: www.persnet.navy.mil/messages.html. Link to OPNAVINST 1160.6, <http://neds.nebt.daps.mil/Directives/1160a6.pdf>.

Hull Technician: Communicate with your detailer

I would like to take some time to explain manning requirements, billet priority, and billet availability. As Detailers, we are in the business of matching Sailors to those jobs that are available during each requisition cycle. This can be a daunting task. Where a billet is listed on the requisition is based on its priority as determined by the Manning Control Authorities. That information is compiled and sent to the Detailers bimonthly by the Enlisted Placement Management Center (EPMAC). Billets with the highest priorities are then posted on JASS. Detailers are required to fill priority billets first, which may help explain why you may not see a certain billet you know to be available, posted on JASS. Command manning requirements are also subject to change, meaning a command may be authorized a billet today, which may be removed a week from now.

Detailers are required to supply a percentage of our transferring Sailors to special programs (i.e., RDC, Recruiting, etc.) each month. These can be very rewarding tours. A Sailor interested in a Special Programs billet must express his/her interest with their rating detailer. We are dedicated to helping you get the most career-enhancing billet that fulfills both your desires and the needs of the Navy.

Machinery Repairman: Time for career checkup

Hello, shipmates! We welcome MRC (SW/AW) Palpallatoc, the new MR E6-E9/3MC Detailer who's looking forward to providing you the top quality service you deserve. Secondly, we want to congratulate all those selected for advancement to Chief Petty Officer!

Some tips for the rest of us seeking advancement. Advancing from E3 through E6 requires high multiples on your advancement tests. The best way to ensure you receive desirable test results is simple: study, study, study. Advancing from E7-E9 is a little different, and diversity in assignments plays

a part. If you are going to Shore Duty, remember the "Big 3": Recruiting, RDC, and Instructor duty. These duties show the selection board that you are willing to take challenging billets. Leadership at sea, personal qualifications, and command and community involvement also separates you from your peers during the selection process.

Orders negotiation begins at the nine month window and ends six months from a Sailor's PRD, at which time a member must be under orders. The three month negotiation window gives you about six JASS requisition cycles from which to apply. Start the process of communicating with your CCC early (about 12 months from PRD) to express your desires and get an idea of what's available for you. When you reach your nine month window there are some questions you need to ask yourself before you talk to your detailer. What do I expect my detailer to do for me? Have I done an overseas tour? Have I been on only one platform for Sea Duty? What can I do to improve my advancement chances? What about the Big 3 for a shore tour? Remember, you are the manager of your career. We are here to offer advice and direction, but you are the one who must make the ultimate decision on the direction your career will go. Take the tough jobs and constantly upgrade your knowledge.

*PERS-402MR
MR E6-E9/3MC Detailer*

402B

Mess Management Specialist of the future

Our MS community needs to be aware that there are many new programs such as Task Force Excel, Team Detailing, Perform to Serve, Sea Warrior and the new High Year Tenure limits that were implemented to enhance the overall detailing process for the future. These programs were designed to better serve the fleet while balancing the requirements to meet the needs of the Navy. It is the responsibility of each sailor to be knowledgeable about these programs in order to build a solid and diverse career path while achieving career related goals and advancement opportunities.

Concerning PCS moves it is important to keep in mind that your MS Detailer is required to ensure each PCS move is the most cost effective for each sailor and their family. The Supply Rating Assignment Of-



Mess Management Specialist 1st Class John Myers checks the temperature of lobsters in the enlisted galley aboard the guided missile cruiser USS Princeton (CG 59).

ficer is allotted a finite amount of PCS funding for each fiscal year. If these funds are not utilized wisely it will result in a short fall of PCS funding during the final quarter of the fiscal year. Some of the most costly PCS moves are transferring sailors from Japan to Hawaii. Here is an example; if an MS2 transfers from Japan to Hawaii with 3 family members' the PCS cost will exceed \$24,744.00. If that same sailor transfers to San Diego instead the cost is \$15,045.00. The difference is a savings of over \$9,000.00 that can be utilized to PCS transfer other sailors and their families. We continually receive requests to transfer sailors with 2 to 3 family members from coast to coast or overseas to overseas. Unfortunately we are unable to accommodate these non cost effective PCS moves for sailors and their family based solely on a sailor's personal desires. I would ask each and every sailor to take this into serious consideration when reviewing options for their next duty assignment. Reshaping our sailor's expectations to review realistic cost effective PCS moves are the responsibility of every supervisor and the reality of our future detailing procedures.

On a very positive note, an official proposal was submitted to change the current Mess Management Specialist name to "Culinary Specialist" (CS) which is tentatively

scheduled for approval by January 2004.

Here is a list of available MS "C" Schools for San Diego and California in the following format: CIN , Course Title, CDP and NEC:

- A-800-001, Food Service Admin (FSA), 574G, 3529
- A-800-0030, General Mess Operations (GMO), 576L, 3527
- A-800-0031, Private Mess Operations (PMO), 576M, 3525
- A-800-0023, Public Quarters/Flag Mess (PQFM), 576K
- A-800-0009, MS Recordskeeper

For further information contact MSC(SW/AW) Magdaraog the Course Manager for MS "C" School in San Diego, California at: (619) 556-9656; DSN 526-9656 or email: Gines.Magdaraog@navy.mil.

If you have any questions or comments please feel free to contact your MS Detailer. Keep focused, be safe, and remember Mission first, Sailors Always!

MS2/E5 Shore Duty Detailer

Help mold tomorrow's officers now!

Question: Where can you get the chance to mentor and mold future Naval Officers while earning up to a Master's degree as you "reenergize and reconnect" with the family and enjoy some quality shore duty away from the major Fleet concentration areas?

Answer: By signing up to do a 36-month shore tour at one of the over 60 major Navy ROTC Universities in the continental United States.

Enlisted personnel at the NROTC units represent the Enlisted community to the up and coming Naval Midshipmen and usually are the first place future Naval Officers will interact with their future Chief Petty Officers in the Fleet.

This job offers many challenges and positive life experiences as you mentor motivated young people who will eventually impact future Naval leadership. Additionally, as a NROTC "staff" member, school tuition rates for you are lower than the standard rate. Many schools waive the tuition rates altogether for staff.

Some universities even consider reduced rates for family members to attend school. Likewise, NROTC Commanding Officers have the flexibility to offer work schedule adjustments in support of your immediate educational needs, not to mention some great shore duty and more importantly, maximum "Family Time." Its a known fact that college campuses offer the full spectrum of recreational and cultural opportunities in a variety of settings from fully accredited city as well as suburban schools across the United States.

Eligibility and Criteria:

- Open to all JASS eligible Storekeepers E7 and above.
- Open to all JASS eligible Supply Corps Rates E7 and above with individual rating Leads release.
- E6's are considered by JASS application and will conduct separate interviews with gaining University Commanding Officers(Rates other than SK require detailer release prior to interview).

E7 Sea/Shore Detailer

Photographer's Mate

Hello again from beautiful and exciting Millington, TN! Just in

case you haven't heard, I've moved from PERS code 404DL to 402PH. I am now officially part of 402B which is also home to the admin, deck and supply rating detailers. Don't get mad and throw your copy of the LINK on the deck just yet—we are still an aviation rating and have wings on our IFGA! The driving force behind the move was the recent flag sponsorship of all the media ratings under the Chief of Information as a result of Task Force Excel (TFE). The initiatives of TFE have grouped similar and like ratings into Centers for Service Support (CSS) that are currently being established throughout the fleet. Detailers were also realigned IAW TFE and accounts for the relocation of my detailing operation and placed me alongside the JO detailer. I also began detailing the draftsmen in February. The Center for Service Support for all the media ratings (PH, JO, LI and DM's) is located in Athens, Georgia.

I urge all of you to review NAVADMIN 163/03 that announces the reclassification of type 3 duty to type 6 duty for commands in Naples and Sigonella. It also announces the use of the Assignment Incentive Pay (AIP) pilot program. AIP is a financial incentive to attract Sailors to certain locations. Naples, Sigonella and Misawa currently receive AIP, additional locations will be announced in the future. Please visit your local career counselor for more information on this program and how to apply. If you still have questions about the program or to find out if you qualify, please feel free to either call or email me. Additionally, if you have questions or concerns regarding Perform to Serve or the new high year tenure limits for third classes, don't hesitate to contact me. There have been a lot of recent changes that affect our first term Sailors and I want to ensure that our junior folks are receiving the correct information and making informed decisions about their futures!

Here is my latest contact information, (901) 874-3689 (you can call collect)/ DSN 882-3689/email. My new NMCI address is cathy.brenneman.navy.mil. For more information on the DM rating, please visit www.navydm.org. I also recommend visiting www.nko.navy.mil for more information on Task Force Excel and our Center for Service Support. Have a great day and please stay safe!

PERS 402PH

Tips for smooth negotiations

Are you coming up on your nine-month window to negotiate for orders? There are many options to consider and we want to help you make the best decision for your career. Here are a few things we recommend you do in order to prepare for your next career decision.

Discuss your options with your spouse and family. Keep them involved in your decision and inform your detailer of any special needs you may have with regard to family members.

Begin deciding on what your career intentions are when one year from PRD and keep your detailer informed of any changes to your intentions.

Update your page two and dependent information to ensure proper PCS funding for transfer. Communicate with your Command Career Counselor, Chain of Command and mentor about your career intentions. Review the current LINK magazine. Detailers put a lot of good information in the periodicals. Check the back page to determine your detailing window, requisition cycles dates and when Detailers will be available for AM/PM detailing.

Familiarize yourself with JASS and current options and programs that may be available to you. Use the JASS system. You

should have five or six requisition cycles in which to apply for orders once you reach your 9-month negotiation window. To allow for proper fleet balancing and to prevent gapped billets. Detailers suggest you apply as early as possible once within the 9-month window. BUPERS policy is to have all Sailors under orders NLT six months prior to their PRD.

Investigate Special Programs for which you may qualify or desire to be considered. Special Program billets are currently view-only on JASS.

This means you can look for billets available each requisition cycle, but you cannot apply for these via JASS with the exception of Physical Security billet. You will have to contact your Detailer directly and get referral to one of the PERS 40 Special Programs detailer.

Be flexible, realistic, and career minded when applying for orders. Read your orders soon as they arrive to make sure they are correct. Complete all necessary screenings promptly to avoid problems at your detachment date. Have PSD or your Admin Dept. ensure transfer and funding information is correct.

By following the recommend listed above you will avoid many of the common pitfalls associated with the orders negotiation process. This list is all-inclusive and is no substitute for honest, frequent and frank communication with your chain of command, career counselor, and detailer.

Congratulations on reaching these important points in your current tour and best of luck as you begin the exciting process of selecting your next duty assignment.

E4/E5 Atlantic Detailer

Quartermasters

Good luck to QMC Frasier! Back to sea on the USS MOMSEN; welcome aboard to QM1 Saxton, the new QM/SM Detailer!

As of July, 2003, QMCS Haffey details SM/QM E-7 and above. SM1 Smith details QM/SM E-5 and E-6. QM1 Saxton details QM/SM E-4 and below and the A School.

All QMs and SMs will use the JASS system to apply for orders. Apply nine, eight or seven months prior to your PRD. Take a look at the job listings and keep in mind the required sea/shore rotation schedules for your rate. Sailors on shore duty will go to sea; and those on sea duty may go to either sea or shore duty, as desired. Sailors who are on temporary duty pregnant, on LIMDU, etc can't use the JASS system to negotiate orders and must call their detailer. Get used to the idea that you have to pick a job off the JASS system; there is just no other way to manage the former SMs and current QMs into properly manned divisions.

The Signalman Rating is being absorbed into the other ratings of the Navy. Welcome aboard to Signalman who decide to remain Quartermasters. SMs who are not remaining QMs are encouraged to prepare and qualify yourself for your new rating. Best wishes!

Perform to serve is exactly that. If you cannot obtain a reservation to reenlist or use a PTS's conversion tools, you will be asked to consider a job in the Navy Reserve. If you are a first term Sailor, ensure that your application is in before your first look 12 months prior to your PRD. PTS permission is required for all first enlistment QM and SM Sailors in order to reenlist and negotiate orders. Your Detailer can't do anything for you without PTS approval.

In that regard, quite a few sailors have recently reported to school commands out of PRT standards or with some other problem that disqualifies them from orders.

If you have not properly completed screening for duties as an

instructor, recruiter or physical security, then do not transfer. There are very few shore duty assignments in the QM/SM Ratings for which a sailor does not have to qualify.

My best advice is to correct your problems before you transfer because if you are not qualified for your follow-on orders, you will be assigned to a duty assignment that may not be of your choice.

Further, Third Class Petty Officers and below cannot GUARD 2000 for an assignment that requires obligated service beyond High Year Tenure, which is eight years.

It seems that at this time it makes the most sense to either change jobs to a CREO A Rating or finish a full sea tour on a first enlistment. Currently, only QM2 and SM2 first term personnel are able to negotiate orders that require six years of service.

The Navy will always need good sailors and good watchstanders and if the detailers have learned anything over our time here, it is that the Navy has a lot of good QMs and SMs and doesn't want to lose them.

As usual, we welcome phone calls, e-mails, Team Detailing messages, etc; we are always happy to hear from the fleet.

Master-At-Arms

Enlisted Detailer assignments for MA are as follows:



Dog handler, Master at Arms 2nd Class Jonathan Hidgler walks through a field training exercise with Hesta (dog). U.S. Navy photo by Photographer's Mate 3rd Class Jennifer Rivera.

- MA E7-E9 Detailer: MACM(SW) Huetson, DSN 882-3730
- MA E6 Detailer: MA1 Burpo, DSN 882-3750
- MA E5 Detailer: MA1(SW) Fisher, DSN 882-2431
- MA E4 and below Detailer: MA1(SW) Mahan, DSN 882-4637
- GENDET/GTEP: MA1 Clemens, DSN 882-2344

Conversion to MA is still open, however 1st Classes and Reserves (all paygrades) are no longer being accepted. PTS submission for MA must be screened by the command and meet all requirements prior to the submission.

Personnel not meeting the minimum requirements outlined in MILPERSMAN 1440-010, will not be accepted into the program.

CMAA's are highly encouraged to work with the Command Career Counselor in ensuring all personnel applying for MA via PTS are fully screened prior to the PTS submission. Remember, these people are the future of our rate. Let's make sure they are qualified first!

Ship's Serviceman



Ships Serviceman 2nd Class Toshua Davis from Greenville, N.C., is a full-time barber for the U.S. Navy Ceremonial Guard. The unit is made up of hand-picked sailors reporting directly from Navy basic training, who are specially trained to perform various military ceremonial honors. U.S. Navy photo.

Greetings fellow SHs, I'm Senior Chief Manalata your new Leading SH Detailer. I reported onboard from the USS HARPERS FERRY (LSD-49)/USS GERMANTOWN (LSD-42) out of Sasebo, Japan.

It will be a pleasure to serve our community during my tenure as your detailer.

We are here for the SHs, "Navy First, Sailors Always". If you have any questions or concerns, we are here standing by to assist. Please "help us to help you!"

Fair winds and following seas to SHCM Pat Alamillo on his new assignment to the USS Blue Ridge (LCC-19) homeported in Yokosuka, Japan.

Religious Program Specialist

Hello, I want to take a moment to thank all the RPs who helped me throughout the last three years while I have been serving as

your detailer. It has been my honor to work with you, and for you. Of all the jobs that I've held over the last 23 years I've never done anything more demanding or I think more important. I've tried to be fair and to address special situations as they came up. I've also tried to make sure that I provided you with good career choices.

The senior enlisted community has been professional, supportive and set a good example for the community at large. I feel that I have always had the complete support of the Chief of Chaplain's and Headquarters Marine Corps. This has been absolutely essential for my success in this job.

The next few months will involve a lot of change for the RP community. In July JOCS(SW/AW) Michael Hart will take over as the JO/RP detailer until RPCS(SW/AW) Michael Hutchins gets here in October to become the RP detailer. From November on, RPs will be detailed independently of any other rating. I can tell you that without a doubt both of these men need your cooperation and faith. They will try and find you the best job available. It is necessary that each person who enters the negotiation window understand that you must maintain your sea/shore rotation. It is not fair to your shipmates to ask for that shore-to-shore transfer. There are occasionally times when special consideration is necessary but those are the times when it is appropriate to use the programs set up for these situations like EFM and HUMS.

When negotiating orders I strongly encourage every RP to be realistic. If you can attend CREST early in your career, do so (some things are easier when you are younger). That said, don't try to do it if you have health problems that will cause you to get hurt. If you get dropped from CREST, the command you were on the way to doesn't get you and must start all over at the beginning of the negotiation process guaranteeing at least a nine-month gap. That makes it very difficult for the Chaplain who is waiting for you to report. Know your own capabilities and limitations, if you are struggling to keep up in an RP2 billet, don't apply for an RP1 billet on JASS. If you are out of shape and struggling with the physical fitness test, don't apply for a job that requires CREST. Take the ship instead.

If you had an overseas command for your last sea duty, take an FMF billet or ship next. It is up to you to have a successful career; make good choices. If you are on a ship or at an FMF or SeaBee unit, get your warfare pin; it will hurt your advancement opportunities if you don't. Excuses will only hurt you; those advanced over you won't be the least concerned that you had a good excuse not to get that qualification. You have a great deal of control over your own advancement, do everything that you can to be competitive. Get those qualifications when at sea and the off-duty education when on shore duty.

Again, it has been my pleasure to be your detailer, I've had the rare opportunity to work with a professional and driven community who has an involved officer corps. I wish you all great success in the future.

PERS 402JO

Journalist

The JO community is as healthy as it has been for some time. Manning is over 100% so you cannot sit back and wait for that advancement to come to you. You must go after it. Study, study, study until you advance to the next Petty Officer level, that is your current goal. You must also, from the time you put on your third class crow, be working on your chief's board. If you wait until you

make first class to prepare for chief, it is already too late, you've probably missed the boat on being competitive. Take the next challenging job at every transfer. Take the hard sea duty, earn every qualification you can and get every professional experience. Vary your commands; loving broadcasting and only doing broadcasting doesn't show your ability to be the well-rounded journalist able to do every facet of the job. Advancement boards look for a leader who can do it all. Thank you for the opportunity to serve our community. JOCS(SW/AW) Hart is now the JO detailer and will take on the Lithographers in November.

PERS 402JO

402C

Operations Specialist

We want to welcome aboard OS1(SW) Guy Hurkmans, from COMDESRON 50. He has assumed duties as the OS Schools Coordinator and OS1(SW) Dulaney has assumed duties as the E1-E4 Detailer.

If you are an AEGIS OS looking for shore duty and want an opportunity to excel in a highly demanding billet, we have jobs available at the ATRC's in Yokosuka, Japan and Wallops Island, VA. Also, Senior OS's are needed at sea in the PACFLT! If you are returning to sea and want a more diverse selection of sea duty billets ... go west.

There are very few Mayport/Jacksonville and shore duty San Diego billets, so before calling your detailer and requesting only one of these, please have a second and third option. We get many calls asking for these locations; remember, as you advance in-rate, the probability of staying in a specific area will be more limited.

Sonar Technician (Surface)

You may have noticed the past few JASS cycles that ship billets for the LANT Fleet have been limited. The most common cause for this situation is Sailors not adhering to their sea/shore rotation. Sailors who do not stay within the established rotation do not help their professional growth and cause shore duty billets to become gapped. Extensions for sea duty will only be granted if in strict accordance with the Enlisted Transfer Manual. The extension should be submitted 9 – 12 months prior to PRD (PARA 3.112). Extensions, if granted, will be in 12-month increments; less than 12 months may be approved for special circumstances. (e.g., to complete deployment, etc)(PARA 3.114). The shore duty jobs that are on JASS right now are hard and career enhancing. Consider taking the hard job vice extending onboard your present Command. Your professional growth as a Sonar Technician can continue on shore duty just as it does on sea duty.

Torpedoman's Mate

Due to the loss of our IMAs at Yorktown and New London, shore duty on the east coast is very limited. Many TM's are waiting to the last minute to choose their next assignment. Start planning your next move at your 12-month mark. Have alternatives, which do not include billets in the same geographical location. Currently there are too many people assigned out of rate making it difficult to release you to Special Programs. This imbalance is being corrected; however will take time to complete. If you are a TM1/

TMC serious about advancement, you need to consider a Forward Deployed Naval Forces (TYPE 4) tour.

Electronics Technician

With a great number of you correctly deciding to stay in the finest rate in the Navy, successful negotiation takes PRIOR PLANNING. Our rate is affected by all of the new Force Shaping programs. Your "perfect set of orders" should increase advancement. Do not wait until the last minute to try to get orders; you are only reducing an opportunity for you to get that "perfect set of orders."

If you see an "i" on the JASS results, ask your CC to look at the detailer's comments. We make every effort to ensure notes are included to inform you of why you were ineligible. Do not continue to apply for these billets.

Review the PTS NAVADMIN. If you are a first-term sailor who has to obliserve for orders, you need to obtain PTS approval. When submitting PTS, be careful for what you ask for! If you ask to convert/cross rate via PTS, and receive approval, it is a done deal. Finally if you are coming off of shore duty and do not have a Warfare pin, plan on going to a ship. It is what the Navy is all about and crucial in any successful Navy career.

Mineman

The last *LINK/Perspective* article dealt with a balanced career path. This article will be stressing realistic career expectations. Mineman are highly specialized at sea and ashore. Unlike some



Mineman 1st Class Jayson Calton, from Booneville, Miss., prepares to lower the AN/SLQ-48 Mine Neutralization system in the training pool at the Mine Warfare Training Center.

ratings, we have numerous job positions within our community ashore. These consist of our seven MOMAU's, COMOMAG, SIMA, ATG, MWTC, FTSCLANT, COMINWARCOM, COMINWARCOM OPDET and various others. Because of the overwhelming number of vacancies ashore, we must stay within the community. Some Sailors will be released to "special programs" based on solid 5yr/6yr GUARD reenlistment commitments to the Navy. Primarily for sea duty, we have MCM's, MHC's, and each MCMRON. Sea duty outside the community will be examined case by case, e.g. going to an afloat 3M Coordinator billet. MCMRON staff duty is critical that MNC's have up to date quals and are in

tune with Mine Warfare, so selection is key.

As always, Mine Warfare continues to "Lead the Fleet".

Sailor Advocacy through Interactive Leadership (SAIL)

NPC has adopted this philosophy focus from just filling billets to assisting the command retention team in helping sailors to make informed and sound career choices. Unfortunately the term "advocate" has been twisted and defined by many to mean giving the individual exactly what they want. Our mission is to take care of all Navy Enlisted personnel and their families, while meeting the personnel distribution needs of our Navy. We must assign all personnel in accordance with Navy directives and policies to meet both the needs of the Navy while striving to satisfy the professional and personal goals of the individual. Desires for orders in a specific location, obtaining a sea tour waiver for promotion or attending another "C" school is not always possible.

To maintain the Navy's retention levels project SAIL must be a team effort. Command leadership should be involved continuously; hold professional development boards and update Team Detailing spread sheets. To avoid missed opportunities, early contact with the detailer is a must. This will build a better understanding of the detailing process and help create realistic expectations for both the sailor and their chain of command. All too often, a sailor's first contact is after their JASS window has expired. We are focused on the needs of the Navy and the Sailors desires. Common causes of Sailors not getting their desires are the result of not knowing their PRD, how to apply on JASS or simply what their options are. It is important that billets at sea are filled. Get the knowledge early and plan ahead.

402D

San Antonio (LPD 17) looking good

The building of the first of the LPD 17 class, the future *USS San Antonio*, is progressing rapidly in Avondale, LA. With the construction of its flight deck, installation of its stern gates and the lifting into place of its final bow section, the ship is its full 684 feet long and resembles other amphibious transport docks. After the installation of its two Advanced Enclosed Masts/Sensors, the ship now displays its unique profile, unlike any other Navy ship.

The LPD 17 will be a fully capable amphibious ship, able to support all types of Marine Corps helicopters and future tilt rotor aircraft from its flight deck, LCACs and Advanced Amphibious Vehicles from its well deck. The diesel-powered ship has extensive communications and connectivity potential through its SHF, EHF

and Challenge Athena systems. For self defense, the ship will have Ship's Self Defense System (SSDS), two rolling airframe missile launchers and two Mk 46 30mm close in gun systems.

In LPD 17, the Shipboard Wide Area Network (SWAN) uses air blown fiber optics technology to provide computer and network access to every manned space on the ship, including berthing spaces. Those berthing spaces will be remarkable as well, with the crew of 361 and as many as 800 troops enjoying the new bunk design with ample room for sleeping or sitting up to read or write.

In July, San Antonio will be christened and by September members of the Pre-Commissioning Crew will begin reporting. Many prospective crewmembers have already received orders and have begun the training enroute to the ship. The shipyard will deliver the ship to the Navy in November 2004 and the commissioning of USS San Antonio will occur in the spring of 2005.

Every ship's crew that I have served with has been special. However, there is something extra special about the men and women who will crew a new construction ship, the first of a ship class. If you have what it takes to be "extra special" put in for *San Antonio* – we still have room – or you can wait for *New Orleans* (LPD 18), *Mesa Verde* (LPD 19), *Green Bay* (LPD 20) or *New York* (LPD 21). For more information check www.pms317.navy.mil

CMC PCU San Antonio



The amphibious transport dock ship San Antonio (LPD 17) is under construction at Northrop Grumman Ship Systems Avondale in New Orleans. San Antonio will house a crew of 361 sailors and as many as 800 troops. The shipyard will deliver the ship in 2004 and it will be commissioned in 2005.

New Construction

HULL#	NAME	DELIVERY DATE	HOMEPORT	DETAILER
DDG 92	MOMSO	JUNE 2004	EVERETT, WA	OS1(SW/AW) HILL
DDG 93	CHUNG-HOON	APRIL 2004	PEARL HARBOR, HI	ET1(SW) DETJE
DDG 94	NITZE	SEP 2004	(1) LAN	EMC(SW/AW) SARMINETO
DDG 95	JAMES E. WILLIAMS	SEP 2004	(1) LAN	YN2(SW) SISSON
DDG 96	BAINBRIDGE	MAY 2004	TBD	TM1(SW) EVANSKI
LPD 17	SAN ANTONIO	NOV 2004	(1) LANT	HTC(SW) DELPRIORE

If you have any questions or concerns, feel free to contact a New Construction Detailer or check us out on the web at www.persnet.navy.mil/pers409 for more information on New Construction job opportunities.

Hello from your Detailers. First, let me say congratulations to the newly selected Chief Petty Officers. Pat yourself on the back for the sustained superior performance and the high standards that got you into khakis. My best advice to you now is to get out there and get a Senior Chief's job! There are lots of important jobs available and it's a big world – see more of it! Don't stand still now, establish yourselves in the Chiefs' Mess and set yourself up for continued excellence. With increased responsibility you now have a greater impact on our Navy. It is up to you as Chief Petty Officers to be the example and mentor the Sailors who will relieve you someday.

Secondly, since the last *Link-Perspective* edition, we have changed High Year Tenure for E4's, adjusted SRB levels and implemented Assignment Incentive Pay. If you would like more information on these programs, call 1-888-U-ASK-NPC or go to www.staynavy.mil. We have also commissioned the latest Nuclear-powered aircraft carrier, the USS RONALD REAGAN and will soon be detailing the initial increment of manning for PCU NORTH CAROLINA.

Last edition, I discussed the do's and don'ts in maintaining CONSUBPAY. This edition, let me discuss the best practices in getting the orders you want out of our system. To enter the order negotiation process with realistic expectations you should engage your chain of command and Command Career Counselor to assist you with forming a good view of what the Navy needs from you. Plan for success and take the following actions:

- Review JASS and Team Detailing with your CCC about 13 months prior to your PRD. This will give you a feel for what job types may be available when you enter the negotiation window. Discuss your expectations with your CCC and chain of command.
- Between the 13 and 10-month points, engage with us via your CCC and the Team Detailing portal. We can update you on open billets and the needs of the Navy. Most importantly, you can provide your preference list so we can start working for you. This is one of the most crucial times for you because we need this interaction to tell you what to expect and respond to your transfer desires with professional career advice.
- Contact your Detailer at the 10-month point and discuss assignment opportunities. We recommend having a minimum of two or more locations/jobs in mind. There are many ways to contact your Detailer: phone, email, JASS, Team Detailing, fax or a visit. Too many jobs go unnoticed in JASS as the detailers receive numerous phone calls asking what jobs are available. View only JASS is available for your use at home and the CCC can help you review and apply for jobs at work. Remember you can apply for up to five jobs with priorities 1-5.

ET(SS) Navigation

The Navy Enlisted Classification (NEC) Code 14NV identifies accomplished E6-E9 personnel capable of serving as Assistant Navigators (ANAV) supporting 139 sea & shore billets. Even though

submarines are billeted for a CPO, this NEC is in such demand that PO1s who possess this critical skill set are filling some of these positions. PO1s that are already performing at the level of a CPO have a tendency of being selected. ANAV is a normal part of the Navigation ET career path. Navigation ET1's going up in front of the CPO selection board that have not qualified ANAV may find themselves at a significant disadvantage in the future.

The time to qualify is now! When using JASS, make sure you plug 1001 in the NEC block to view the jobs available to submarine navigation ET's.

ET(SS) Strategic Navigation

Graduates of 14SM/14XM "C" School can expect to return to sea, regardless of their current sea duty counter, for a minimum of 2 years, because of the numerous sea duty billets that are available. The Navy Enlisted Occupational Classification System (NEOCS) Board recently established NEC 3329 as requested by the Director Strategic Systems Programs.

This new NEC will identify Sailors who have attended only the D5 Backfit SWS Navigation Maintenance portion of the 14XM pipeline. Graduates of CIN A-193-0440 who have not completed the bulk of the 14XM pipeline should request NEC 3329 and removal of 14XM via NAVPERS Form 1221 via their respective chains-of-command.

In doing so, Sailors will ensure that the detailers understand the need to send them through the remainder of the 14XM pipeline at the next available opportunity. When using JASS you plug 3323, 3324, 3327 or 3328 in the NEC block to view the jobs available to you.

ET(SS) Communications

There are a few empty seats for some "C" schools. On a case-by-case basis PERS 403 will entertain sending some sailors to "C" school and then rotate to shore duty with no obligation to return to sea. You will not be eligible for a "STAR" reenlistment with accelerated advancement unless you reenlist for a minimum of five years. But, for a four-year reenlistment you get the school and follow on assignment to shore duty provided your Prescribed Sea Tour has been completed. When using JASS, you plug 1002 in the NEC block to view the jobs available to submarine communication ET's.

MM(WEPS)

Many of you are relishing the excitement of the new brotherhood you have entered, but the hardest challenge of your career is now ahead of you. In my previous article I wrote about Diversity. Diversity helps build a strong resume that will show a wide range of experience and leadership that you can bring into your new position.

Those of you onboard Tridents will now be going to run the room on a Fast Attack Boat. Ask for help from your fellow Chief's, especially your Squadron TM, whom you need to engage with daily. My last point is JASS. When using JASS you plug 3702 in

the NEC block to view the jobs available to submarine MM(Weps).

Mess Specialist

This is an exciting time for MS's. As Sea Warrior continues to roll out, you are at the forefront. MS is one of the first rates to prototype the 21st Century style detailing. Make sure you have filled out your individual survey on the Web Site NKO. In other news, MS3's cannot be advanced to MS2 by reenlisting "STAR". MS's are not on the Career Schools List and have not been since June 2002. Make sure your Command has the latest Career Schools List, NAVADMIN 189/03. Also, the SRB has dropped from 4.0 to 3.0 for first term reenlistments as we continue to shape the junior manning. The new E-4 High Year Tenure requires an E-4 that wishes to reenlist past 8 years total Naval Service to request HYT waiver. These requests will be reviewed on a case-by-case basis, but for the most part will not be approved.

Nuclear ET's/ EM's and MM's

You're undoubtedly wondering what you can do for shore duty that's job enhancing, exciting and challenging. Please consider this. There is STILL a need for sea returnees at Prototype, Nuclear Field A School (NFAS) and Nuclear Power School (NPS). As an instructor on shore duty you are in charge of the future of our Navy as you mold young sailors into the operators that the Fleet can depend on and be proud of. Additionally, there are many opportunities to further your own education with colleges that are willing to work with your schedule. You also have the ability to earn your Master Training Specialist and Qualify EWS or PPWS. Additionally some exceptional Sailors can qualify EOOW. This is a great opportunity to break up your sea tour and see a different part of the world.

For instructor duty, we need an approved 1306 and copies of your last two evaluations. The screening process ensures we maintain the highest quality Sailors in these important billets. We can waive up to 18 months of your first sea tour and 24 months for second tour Sailors for NPTU duty, up to 6 months of your first sea tour and 12 months for second tour Sailors for NPS and NFAS. Check the Enlisted Transfer Manual section 9.56 for the specifics.

The fourth Virginia class submarine, PCU NORTH CAROLINA (SSN 777) is scheduled for initial manning in June 2004. We are taking 1306/7s for candidates now. Submarine qualifications and senior in-rate qualified are the minimum requirements. New construction duty is a great duty! If you have ever wondered why or how a certain piece of equipment got to where it is, going through design school and building a boat will explain it all.

Nucs are needed on tenders, especially ELT's. If you want to transfer from your command at your 3-year point, we can offer you Guam or Italy. The tour length is 2 years – it's great duty and you have some great options at your PRD. You can OTEIP and do a third year, you can do a 2 year follow on shore tour at a continental based IMA, or you can even screen and do a prototype tour. Call us and find out about tender duty.

What other jobs are out there for Nuclear Trained Individuals? How about a challenging tour as a Nuclear Recruiter? At four years of sea time, you are eligible for Nuclear Field Recruiting. We can't promise you an exact location, but we can get you in touch with the head recruiter of the district and they can tell you what billets are

open.

This is a chance for you to get out to different parts of the country and live near your families and help mold the future of Nuclear Power. You will also receive Recruiter Selective Duty Assignment Pay. There are 31 different districts with 271 nuclear billets, so there is a great chance that we can get you to the area of your dreams!

Finally we are always looking for hard charging top-notch performers for Submarine NR-1. This prestigious platform will allow you to qualify watch stations that you would not be able to qualify on a regular submarine. They also perform some very interesting missions. Call for more information.

Nuclear Chiefs

MMCS(SW/AW) Ricky Sawyer has relieved MMCM(SW/SS) Brad Ross as the Surface Nuclear CPO Detailer. MMCS(SS) Mike Ciko remains the Submarine Nuclear CPO Detailer.

As most of you know, our manning at the nuclear field training commands is suffering – it's my number one priority when you call looking for shore duty. These commands continue to provide opportunities in training the next generation of nuclear operators, improved advancement prospects, and an excellent time to complete your degree.

As I discuss above, when you call us to negotiate your next set of orders, have in mind what your top two or three priorities are. That way, we can work together towards a win-win agreement and match your needs with the Navy's priorities. In fact, your assistance in helping us positively shape the expectations of your Petty Officers early in their negotiations is much appreciated.

On the surface side, we have the upcoming re-alignment of the fleet as the USS VINSON heads to the Norfolk area, the USS STENNIS changes homeports to Bremerton, and the USS REAGAN heads to San Diego. These moves could offer opportunities to some CPO's who desire to stay in a particular area. You may end up doing some time away from your desired homeport, but a lot of you may be able to stay in the homeport you desire. If this is what you want, and desire follow on sea assignment, submit your 1306/7 to MMCS (SW/AW) Ricky Sawyer as soon as possible.

On the submarine side, we need hard charging CPO's to screen for the PCU NORTH CAROLINA (SSN-777). If you are looking for orders to SSN-777, submit your 1306/7 now to MMCS (SS) Mike Ciko. Final selections will be made sometime in the first quarter of FY04.

**Not sure how to
assist a customer
from the fleet?
Refer them to our
Customer Service Center
at
1-866-U-ASK-NPC or
www.staynavy.navy.mil**

Greetings from the Aviation Detailers Shop. As Sailors read their rate articles they will continue to notice common themes among them. Detailers will be disseminating information on the "Assignment Incentive Pay" program, while other detailers are focused on NEC reutilization and "Perform to Serve" issues. The fact remains, as training requirements increase, combined with a shortage of specialty-trained people in some rates, Sailors having specific training or experience may find their future assignment limited in order to maximize available people to maintain fleet readiness. We are committed to placing the sailor in assignments they desire, however we must weigh it against the Navy's current requirements and operational needs.

Aircrew AW issues

There are several issues that are having an impact on the aircrew distribution process. One is financial, and the other is inventory. The numbers of Aircrewmen that are available for distribution are not in the pay-grades the Navy needs. We are undermanned at the E5 pay-grade. While at the same time, we are over-manned at the E6 and E7 pay-grades. Additionally, we will continue accessing new Aircrewmen to help fill the gaps that exist now, and in the future. The accessions are filling all of our school seats, and are creating some backlogs at many schoolhouses. We cannot train them fast enough to get them to the fleet. However, we must hire these personnel or we will be in worse shape in the future. The constraints at the schoolhouses are slowing replacements to deploying commands, while the shortage of E-5s rolling to shore is creating gapped billets on shore.

Our Enlisted Community Manager (ECM) is diligently working to reshape our community since it is much easier to manage a rating than a special program. For AW's, promotion numbers have been set to reshape our rating. So to improve retention for selected aircrew, NEC SRB levels have been increased. Also, Career Enlisted Flyer Incentive Pay (CEFIP) has been increased to keep flyers in the aircrew program. Refer to NAVADMIN 191/03. This is great news, but it will take time for DFAS to update all CEFIP records. Please be patient. Each command should have a CEFIP coordinator to coordinate flight pay issues with PERS 404EC2.

Additional updates: An AWCM sea duty billet has been established on each carrier

in operations. This has increased our AWCM promotion rate for the last cycle, and should have a very positive impact for the next and future cycles. The end result will be improved promotions for all pay-grades as our rating structure absorbs these billets and a better sea/shore rotation at the E9 level. TSC Puerto Rico has been disestablished and most of those billets have moved to a new command, SOUTHCOM Sea Detachment, in Jacksonville. HS and HSL have established WTUs in San Diego. Expect to see Assignment Incentive Pay (AIP) for our overseas TSCs. Sigonella and Misawa are active now. Keflavik will be on-line next.

SAR/Utility Aircrew NEC reutilization

There has been a lot of change with respect to funding and detailing in recent months. During this time, many of you may have been introduced to the term NEC reutilization. The thought process behind this new style of detailing is increased performance due to the retention of type/model/series experienced personnel within their community. This is not to say that aircrew are going to be locked into one NEC for their entire Naval career. However, NEC reutilization allows the detailers to focus on eliminating some of the additional training costs associated with platform transfers. There are going to be variables that will affect NEC reutilization. Take for instance a Rescue Swimmer with the NEC 8205 (MH-60 Rescue Swimmer) due to roll to shore duty and desiring orders to NAS Whidbey Island SAR. In this scenario, the member would have to receive training for a different T/M/S aircraft due to the absence of H-60 helicopters at shore SAR stations.

Aviation new construction/ decommission/transition/ PDS

Greeting from the desk of Aviation New Construction, Decommissions, Aircraft Transitions and Permanent Duty Station Changes (a.k.a. Home Port Change) Detailer. It's been almost a year since I published an article concerning the following topics. The reason for this is that any details in this area are under a constant state of change. Any information regarding schedules that I publish, will more than likely be incorrect by the time this goes to print. So I decided to answer some of the more common questions that I receive on a daily basis.

Q: Can you tell me when a specific F/A-18C or F-14 command will transition to the Super Hornet?

A: There is a published list that I keep at my desk called the Transition Support Process Action Team (TSPAT) Plan. This document is a living document and changes are being made continuously. I will be glad to share with anyone who calls all that I currently know concerning the Super Hornet Transition plan; however, I remind everyone that changes can happen at anytime.

Q: My squadron has been identified to decommission. What will happen to me now?

A: It depends on your PRD and your Prescribed Sea Tour (PST) or Normal Shore Tour (NST). Chapter 12 in the Enlisted Transfer Manual (NAVPERS 15909G) is devoted to Activity Deactivation. Paragraph 12.05 contains an easy to read decision logic table that can answer your specific questions that pertain to reassignment. I would suggest that anyone attached to a command that has been identified to decommission become familiar with Chapter 12 of the ETM.

Q: Are there any specific screening requirements to PCS to a transitioning command?

A: Members volunteering for or ordered to duty in transitioning aircraft squadrons must meet the following requirements:

- No indebtedness problem of a serious or chronic nature.
- No history of instability or serious health problems of a probable recurrent nature during the past 12 months.
- Members in paygrades E1-E9: No evaluation mark below 3.0 in any category or below 3.0 overall during the previous 24 months.
- Evaluation marks received from recruit training command, service school commands, on members who have never served at a permanent duty station, or marks received during active duty for training for USNR members, are not considered disqualifying for duty in transitioning aircraft squadrons.
- No prior conviction by courts-martial, nonjudicial punishment, and no civil violations other than minor traffic offenses for the previous 12 months.
- Member must be able to complete OBLISERV requirements for current or prospective paygrade prior to High Year Tenure.

Air Traffic Controller

I would like to address career progres-

sion vs. location in this article. It never fails after a promotion cycle how many people have not planned for or are unwilling to relocate. You should always be planning your next career progression job and understand that you may have to move if promoted. Remember sailors that are not LIMDU are worldwide assignable which means they can be assigned anywhere billets exist, not just in one location. At each Chief/LDO Board debrief I hear the speaker saying—those that have taken the tough jobs, and relocated their families to meet career progression fare better than those remaining stationary. Sea Warrior and Task Force Excel particularly will review your career path and allow you to select only from those billets considered career enhancing. Think now—Move to improve.

This is the last article I will write as PERS404DF, and I want to say what a pleasure it has been working for all of you. Though there are lots of challenges ahead, our future has never been brighter. Retention remains just below Navy averages but still high for our community, which speaks loud and clear of the great leadership and mentoring being provided by all of you in the fleet.

By the time this article hits the water-front my relief and his assistant will have checked on board. The newly created AC1 billet here at Navy Personnel Command will bring a higher level of service to our community. My relief will navigate the rating into Sea Warrior ensuring smooth voyage through the challenges of distribution—welcome aboard and to all of you thanks for the opportunity to serve.

AD

The demand for highly qualified sailors in the fleet will never change and unfortunately there are undesirable billets that must be filled by those qualified sailors. Therefore the Navy has established an excellent way to reward sailors who fill these hard-to-fill billets and it is called (AIP) Assignment Incentive Pay. This new program allows the sailor to bid to receive a specified amount of incentive pay per month for their next duty assignment. This gives the sailor a great opportunity to earn extra cash each month throughout their tour at that particular duty station. Contact your Command Career Counselor for more details and restrictions.

When you are up for orders it is important before negotiating with the detailer to make sure that your page two is up to date with your local PSD. Ensure your number of dependents is updated, eliminating future order modifications to reflect the correct

number of dependents.

With current world tensions, budgets for transfers are being monitored more than ever. It may be necessary for you to do another tour in your present geo-location or stay on the same coast in order to conserve funds depending on current Navy needs. Your detailer will try to work with you to best fit your career goals for assignment with the needs of the Navy.

AE

Greetings from PERS 404CE. Looking for a way to get college credit on the Navy's dime? Want to do better on Advancement Exams? If your answer is yes, then AAIWSM C-1 School might be for you. The C-1 School is a 201-day course taught at NATTC Pensacola FL. Service members are cut PCS orders to the School and receive the 6701NEC upon completion. The Navy will be looking to use you in this NEC when looking for follow-on orders. The eligibility requirements include being an E4-E6 AE with at least four years active duty. A strong Math background involving the basic fundamentals of algebra is needed. Applicants must have completed Navy Courses Mathematics Vol. 1 NAVEDTRA 10069-D1 and Mathematics Vol. 2 NAVEDTRA 80062 prior to reporting onboard. For more information about the course or the area contact the Schoolhouse at DSN 922-7403 / COM (850) 452-7403.

We all know communication is the key to success when negotiating orders. With that in mind, all hands need to be aware that we have reorganized the AE shop. PERS-404CE1 will be handling all E-6's, while PERS-404CE2 will take over responsibilities for E-5 matters. In addition to a few code changes PERS-404CE3 has been established to handling all E-4 & below and AE 'A' School detailing. To assist us in providing prompt answers to your questions, please contact the appropriate detailer.

Team Detailing. What is it and what does it mean to the Sailors in the fleet? It is an up-front detailing process that allows the CCC and service member to give the detailer an advanced preference on what the service member is interested in doing and their preference in location. It all starts at the 13-month mark from the PRD and will provide continuous communication until you are in the 9-month negotiation window. The CCC can then conduct the 12-month interview and input your desires and comments in the Team Detailing program. This valuable information is then placed into the service members' record and reviewed during the 9-6 month detailing window. This is a great program that is not being utilized by all com-

mands. Don't hesitate to ask your CCC about your detailers' comments.

Congratulations to all newly selected Chief Petty Officers.

Fact File: NPC Customer Service Center

This toll free customer service is your first line of information on all types of services that are available and what you are entitled too. Please use the following numbers to contact the center 1-866-U-ASK-NPC / DSN 882-5672.

AM

Today's Navy operates in an ever-shifting environment that requires us to be adaptable and ready for change. Some recent changes that affect our Sailors are highlighted below.

PTS: AM3 and below are now in CREO group 3. This means they MUST have submitted for, and received, a Perform To Serve (PTS) approval prior to negotiating orders. Once approval is received these Sailors should look not only at billets within their paygrade, but also at billets for which they hold the specific NEC or platform experience. Please do not wait until the last minute as this could adversely affect your chances for PTS approval and reenlistment.

HYT: High Year Tenure is now eight years vice ten for AM3's. This change can drastically affect Guard 2000 options for first termers. Length of reenlistment, SRB and billet choice could be limited. Your CCC can explain how this specifically affects your GD2K reenlistment. The best way to avoid HYT issues is to promote so hit those books and study for that advancement exam!

NEC Reutilization: This is a hot topic. It makes good sense to reduce cost and produce technical experts by reusing prior experience. When looking for orders, as stated earlier, look at billets within your paygrade that also require NEC's and/or experience you already possess.

Communication: This isn't anything new but we'd like to emphasize the importance of communication with your Career counselor and detailer. We've recently heard from some of our Sailors that they were reluctant to call the detailer. We're metal smiths just like you who've worked the shop, the flight line and the flight deck. Most of us would rather be on top of the aircraft with a one-dash box in our hands but the Navy needs us here at NPC. Never hesitate to call the detailer. It's our job to meet the needs of the Navy but it's also our obligation to look out for the Sailor. We're

going to try our best to do both every time we talk to you. Mission first, Sailors always.

AO AIP, PTS and order negotiation

AIP: In an effort to fill certain "Hard Fill" billets, Assignment Incentive Pay (AIP) has been brought On-line. The procedure is done in conjunction with a JASS application. For jobs qualifying for AIP, the maximum incentive bid for that particular assignment would be listed. As sailors apply for these jobs they will input their AIP bid when submitting the JASS application. The final outcome is NOT based solely on who bids the lowest. It's also based on who is the best qualified for the job. If both are equally qualified in NEC, background, performance evaluations, etc., then the lower bid will probably win. We are trying to balance not only costs, but also putting the right people in the right job.

PTS: AOAN's and AO3's are now CREO group 3, this means they MUST have submitted for and received a Perform To Serve (PTS) approval prior to negotiating orders. Once approval is received these sailors should look not only at billets within their pay grade, but also at billets for which they either have a specific NEC or platform experience.

Orders Negotiation. Keep in mind that all paygrades have the same negotiation window. The orders negotiation window is defined as the six-to-nine-month window prior to the first day of a member's PRD month.

Early engagement by the command retention team and detailer prior to the sailor entering into the negotiation window will allow for better evaluation of career desires and requirements.

This allows the member to make a more informed and realistic decision on their next desired set of orders. Nine months prior to service members PRD, he/she will begin negotiating with detailers and applying for jobs via JASS.

During this period members should apply for jobs in keeping with sea/shore rotation, NEC held, GEO location etc. Members who fail to negotiate orders upon reaching their 6-month mark prior to PRD will be issued orders to meet fleet balance and MCA priority.

When negotiating for orders, remember most of our shore duty billets are on the West Coast and in areas that do not facilitate back-to-back tours in the same area. Making a PCS move for your next set of orders should be something to keep in mind when calling your detailer.

Take care and be safe, IYAOYAS.

AT

Heave to Shipmates! The opportunity to enrich your technical skills on the way to a degree is upon us.

The Aviation Detailers Shop has recently been granted additional allocations for the "AAIWSM C-1" School (CIN C-100-2012) for FY '04. The C-1 school features advanced electronic theory, upper-level mathematics and an introduction to electrical engineering. Graduates from this course not only earn the 6701 NEC; they also give themselves increased assignment opportunities. Confer with your Command Career Counselor to see if you qualify. Applications will be made via NAVPERS 1306/7. Take advantage of this in-depth training and become one of the elite cadres of "Super Techs".

Let's talk about Assignments, Flexibility and NEC Reutilization. As will always be the case, the needs of the Navy dictate the way in which we negotiate orders and assign personnel. We have an ever-increasing need to maintain experts within their career fields and are doing so by reutilizing their platform experience. This is vital to Fleet Readiness. Does this mean that a sailor will remain locked within a specific platform their entire career? Absolutely not. However, every first-term sailor should be looking within their platform to find their next assignment, and folks who have career NEC's can count on that platform being our priority in the search for available billets. Flexibility is crucial.

Many factors effect billet and training availability, ranging from current transfer dates, fleet schedules and readiness just to name a few. Remember that the needs of the Navy drive the whole system and there may be a need to shift your schedule to meet these needs. We will not always have the job you want in the place you want it; have a good backup plan. The best way to ensure that you get the most desirable assignment is to coordinate with your CCC early and utilize your entire negotiation time.

PR Smart choices and your career

With, Perform to Serve, Assignment Incentive Pay (AIP), SRB's, Location SRB's, Guard 2000, JASS, and the Internet, today's Sailor has a wealth of information to turn to when making a decision about where to go and choosing the best billet to enhance their career. On top of all the Programs and Electronic information available to you, there is also an unlimited amount of wisdom and experience near by. Your LPO, Branch CPO, Divisional LCPO, Command Career Coun-

selor, and CMC are available to help you make smart career choices prior to you negotiating for orders.

When Applying on JASS for orders, don't be afraid to make more than one choice. You are allowed to apply for up to 5 jobs on JASS, so I highly encourage you to do so. Applying for more than one job at a time gives both you and your detailer a better chance to find a billet that best fits your needs.

When making choices on where to go for your next set of orders, you'll need to choose wisely (i.e. if you are stationed in Rota, Spain, with 3 dependents, Misawa, Japan would not be a smart choice as your number 1 pick). With the Navy continuing to streamline it's budget, a same coast / ocean move would be the smart choice. Cross Country moves are becoming more difficult, so you are encouraged to look for orders in the same geographic location you are currently stationed in.

Think about advancement opportunities, earning your EAWS or ESWS (or both)? Always consider the impact of not only the new location but also type of duty as it relates to the skills you want today that lead to the promotion opportunity for tomorrow.

Don't be afraid to challenge yourself! If you want to go to a certain location, pick an "open" or a "hot fill" billet; your chances of getting the orders are much greater. Remember "rumor control" on a certain type of duty or certain location is most of the time just that, "a rumor".

If you have never experienced it yourself, don't knock it! You might find out a challenging job is just what you need to make your career take off, and the bad rumors on that certain location aren't all true, and it's really a great place to live.

Currently in the PR Rating, PR1 & PR2 (SEA DUTY) is still in high demand in the Norfolk, and Oceana areas. If you are looking for a challenging job and want the opportunity to move (West to East) Coasts, this is your best bet, as there are numerous "hot fill" billets in these areas.

In conclusion, we all have to work smarter not harder. The Navy's Retention rate is higher than it's ever been but transfer funds aren't as plentiful as they used to be.

We here at NPC are your advocates, however we are unable to work magic and can't always give you your number #1 choice of orders. There are plenty of opportunities for every PR to accelerate their career.

Talk to your Chain of Command, look in JASS, make smart, realistic choices, and don't be afraid to take on the hard job!



From 20 July 2002 to 6 May 2003, USS ABRAHAM LINCOLN was forward deployed on a Western Pacific Deployment. The Dental Department (pictured above with President George W. Bush) was a shining example of success. We made three deployments to other ships in the battle group: the USS MOBILE BAY, the USS SHILOH and the USS FLETCHER. We were able to transfer, via helicopter, a Dental Officer and two Dental Technicians with a mobile dental unit (including X-ray capabilities) to these ships. As a department we received numerous personnel awards and recognition. Command Advancement: DT2(SW/AW) Willis, DT3 Middleton and DT3(SW) Bohinick. DT1(SW/AW/FMF) Moravec (SSOY 2003), DT3(SW/AW) Carlos Valverde(JSOQ), DT3 Middleton, (BJOQ).

Dental Maxillofacial Prosthetic Technician (8765)

Are you looking for a challenge, true job satisfaction, and the chance to truly improve quality of life for your patients? Reconstruction of facial aspects through prosthetic manipulation and maxillofacial prosthetics is one of the most highly specialized fields in Naval dentistry.

You will experience a unique facet of the DT rating when fabricating these prosthetic appliances, which include but are not limited to: oculars, cranial plates, obturators, facial, ear, and nasal prosthesis. As an 8765, you will learn a challenging trade that depends on your artistic creativity as well as problem solving skills.

Technicians learn to use new materials and objectively create prosthesis that will drastically impact the quality of life of their diverse patients. The challenges posed with each patient offer a rewarding experience with the final product and patient overt appreciation.

The Maxillofacial Prosthetic School is located at NNDC Bethesda. For more information call DSN 285-4654.

NAVADMIN 160/03 High Year Tenure Limits

With the publication of NAVADMIN 160/03 the High Year Tenure (HYT) limits for E-4's has changed to 8 years. Detailers will be working closely with all E-4's affected by this change, particularly if they are in receipt of orders.

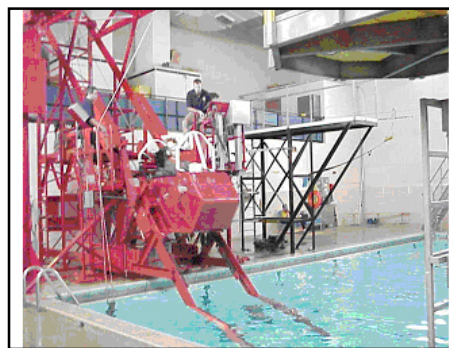
There are still some programs available to eligible E-4's to be promoted through STAR by applying for one of the following "C" schools:

Cardiovascular (8408), Amphibious Reconnaissance (8427), Physical Therapy (8466), Psychiatry (8485), Medical Deep Sea Diver (8493), Respiratory (8541), and Dental Hygienist (8708).

For E-4's currently serving in understaffed NEC's, HYT waivers are possible. Individuals that want to pursue a HYT waiver should submit their application ASAP. We strongly encourage your E-4's to get with their Career Counselors and Detailers to explore their options.

Attention Corpsman!

Are you looking for a rewarding career change? Well, look no further. The Aerospace Physiology Technician (APT) HM-8409 community is looking for top sailors that need a challenge. This is the ideal position for an E-4 through E-6 that needs a rewarding tour. Simply meet the requirements of the Manual of the Medical



Department and the MILPERSMAN and you can be on your way to a ten-week training course in Pensacola, Florida. Upon completion of the course, you will transfer to one of eight state of the art Aviation Survival

Training Centers (ASTC). With your teaching skills sharpened, you will instruct pilots and aircrew how to survive in emergency situations in the air, on the ground and in the water. Your efforts as an instructor can and will save lives.

There are also some unique opportunities as an APT including: a \$150.00 Hazardous Duty Incentive Pay for performing duties as a Low Pressure Chamber Inside Observer; earn the Master Training Specialist instructor Qualification; earn a college degree because the training schedule affords you the opportunity to attend college. The APT community has a remarkably high officer program selection rate. Additionally, a few hard working instructors at se-

lect locations are given the opportunity to become Naval Aircrew, Parachute Jumpers or SCUBA qualified. So, what are you waiting for? Contact the Enlisted Technical Leader: HMC(FMF/NAC) Dallas-Orr at DSN: 267-6185 or email at dallas-orrt@miramar.usmc.mil.

Preventive Medicine Technician (PMT) NEC 8432

What do PMT's do? As a PMT you will assist Medical Officers, Environmental Health Officers, and Entomologists with the performance of preventive medicine, occupational, industrial, and environmental health programs ashore and afloat. To achieve this goal, you will inspect facilities, analyze data and samples, investigate disease outbreak, report findings, interview contacts, identify disease vectors, instruct to prevent, and be able to do all these tasks proficiently and in a professional manner.

Where do they go? Preventive Medicine Technicians are deployable worldwide. The nature of the job of PMT's is such that there are few places in today's Navy we can't be assigned. A wide range of operational platforms and FMF units are usually available, as well as nearly all overseas Navy activities and many in-



*HM2 (FMF/PJ)
Rey O. Letada,
forward deployed
with SEAL
TEAM THREE*

CONUS shore billets too. We are first and foremost an operational NEC.

What's cool about the work? Prevention of disease is one of the most important functions of any military medical service, therefore as a PMT you are considered the "Technical Expert" and your reports with recommendations are seen at every level of your local Chain of Command.

Why is this cool? Because your hard work is seen by your whole COC, which in return can become very rewarding.



Ingram-Christensen Health Care Facility - Kuwait

HM's and DT's at the Marine Logistic Company in Kuwait. In order to come up with an appropriate name for the facility, the most junior Corpsmen and Dental Technician were asked to name the clinic. They decided that they wanted to name it after Mr. Robert R. Ingram, who was awarded the Medal of Honor for actions in Vietnam and Mr. Thomas A. Christensen, a Dental Technician who served in the Korean War and was awarded the Navy Cross for his actions there, and to date is the highest decorated DT. The call for "Corpsman up" is answered today with the same aggressiveness and tenacity to save our Marines as it has throughout our rich history.

Force shaping is underway

Congratulations to all of our newly selected Chiefs.

If you have not heard the news about force shaping, you have missed ship's movement. As the world changes, so must our Navy in order to meet the requirements to accomplish the mission. The Navy must become more efficient in its utilization of people and their skills. Finding the right job for the right Sailor is a major part of shaping the force. Force shaping happens many ways, including SRBs, High Year Tenure revisions, and rating mergers. This is where you, the deck plate Sailor, will feel a huge impact.

Force Shaping has already had a huge impact on the Cryptologic community. A good example of this is the merger of the CTT and EW ratings. With the merger comes more opportunities for some Sailors to experience sea duty, and for others to enjoy in rate shore duty.

Force Shaping will also affect the Cryptologic community with the inception of the new CTN rate. We take calls every day from Sailors desiring to be a CTN, asking what they need to do to assure them a spot in the new rating. For sailors that desire to be a CTN, and are negotiating orders prior to the CTN selection process, there is no magic answer to this question. We can tell you this: there are thousands of Sailors desiring to be a CTN, but there are only a few hundred planned billets initially. We recommend that if you desire to be a CTN, and are negotiating your next duty assignment prior to the CTN selections, do not set yourself up for disappointment by assuming you will be selected. Taking a duty assignment within your rotation will not preclude you from selection. Although each Sailor will be dealt with on a case-by-case basis, detailers will be reluctant to break Sailor's rotations to ensure Sailors are placed in billets slated for CTN. Bottom line, STAY IN ROTATION! This will enhance your chances at advancement no matter what particular career path you take or are selected for.

Now more than ever is a time for us all to take a very close look at recent Force Shaping Initiatives. Please pay particular attention to the NAVADMINS that were released this summer establishing and changing Force Shaping policies that affect Reclassification of Enlisted Type 3 Duty to Type 6 Duty:

- Perform to Serve – NAVADMINS 031/03, 050/03, 093/03, 131/03
- Assignment Incentive Pay (AIP) – NAVADMIN 161/03 – Please note that AIP is NOT applicable to sailors that do not have a sea/shore rotation.
- Reduction in E4 High Year Tenure- NAVADMIN 160/03
- FY03 Enlisted Early Transition Program – NAVADMIN 162/03
- SRB Adjustment – 159/03

It is vitally important that you familiarize yourself with these NAVADMINS in order to make informed career decisions for yourself and to counsel your sailors. The Force Shaping Initiatives are having a dramatic effect on the careers of our junior Sailors. The only way our junior Sailors can successfully navigate these changes is with guidance of their chain of commands.

The Job Advertising & Selection System (JASS) has been around for quite awhile now. However, there still seems to be some confusion about the process. JASS should be used during your negotiating window (nine to six months from your PRD). Sailors

within their PRD window should contact the Command Career Counselor when the JASS cycle starts to see what requisitions are available. Your Career Counselor can apply for up to five jobs for you. If you are selected for one of the requisitions that you applied for, you are no longer eligible to submit further applications. If you are not selected for any application submitted, and still have time left within your PRD window, you are eligible to submit applications during the next requisition cycle if you wish. During the three months that you are eligible to negotiate orders you will have six JASS cycles to submit applications. Understand that the JASS system was instituted so that each Sailor has a fair chance at applying for available jobs and to be selected for a particular requisition, an application must be submitted either by the Sailors Career Counselor or Detailer. Common mistakes made by Sailors are applying for jobs in another paygrade without previously coordinating with their Detailer, applying for jobs prior to the 9 month PRD window and applying for jobs outside of their rotation. Although it is possible to be selected for a requisition that is outside of your paygrade or outside your rotation, it is the exception, and certainly not the rule. You are encouraged to contact your Detailer at any time with questions or concerns.

You may have recently noticed a number of TYPE 2 sea duty requisitions advertised on JASS for DET Potomac for all CT ratings. The billets that generated these requisitions were moved from Diego Garcia to DET Potomac. The mission in Diego Garcia will now be supported via three TAD teams. Sailors selected for these billets will be expected to do at least two six month deployments to Diego Garcia during their three-year tour. The benefits of this tour are obvious; less extended time away from your families and the opportunity for sea duty within the beltway.

Please read the technical advisors' articles very closely. There is some very good information that will help you understand many of these changes.

Cryptologic Technician Technical/Electronics Warfare Technician

A fond farewell to the Electronics Warfare Rate.

Congratulations to EWCM(SW/AW) Lanham on his retirement. Fair winds and following seas. Welcome aboard EWCS(SW/AW) Jones. Senior Chief Jones comes from USS Milius, and is now the Senior detailer for the merged rate CTT.

Extremely motivated CTTs and EWs are needed for Special Warfare Combatant-Craft Crewman (SWCC). If you would like more information about this career opportunity please use the following link: <http://www.bupers.navy.mil/pers401/swccwo.htm>. There is a high demand for extremely qualified personnel to submit SWCC packages for the CTT mission on these combatant craft. Please refer to MILPERSMAN 1410385, MILPERSMAN 1830180, NAVMED P-117, and Manual of the Medical Department U.S. Navy Article 15-72 for the complete description of requirements for this program. You must be in top physical shape to apply for this program. This program is available only to male sailors. Everyone that has been eligible for advancement from E5-E8 has been selected

for advancement. That is a 100% ADVANCEMENT RATE since 1996.

Cryptologic Technician (Maintenance)

Congratulations to CTMCS(SW)Connie Jenkins on being selected as the new Senior CTM detailer. Senior Chief Jenkins will relieve Master Chief Knowles in the Spring of 2004.

Please pay particular attention to the technical advisor's article in this edition of the LINK. With all the uncertainty within the CTM rating, questions of if it will be disestablished and when, there is no better time than now to plan for the future. A large part of shaping that future is making the right duty assignment choice. If you have not been to sea yet and do not have a warfare pin it is more important than ever to consider a PCS afloat tour. Taking a challenging and rewarding afloat tour will ensure that you remain competitive in the future whether you remain a CTM, cross rate to another similar rating, or chose to convert to an entirely unrelated career field.

Cryptologic Technician (Communication)

Congratulations to the new Chiefs. Your hard work and perseverance has paid off. The good news is that your advancement means more pay and additional responsibility. Unfortunately it also means that you now have fewer choices for potential duty stations due to the limited number of CTOC billets. Those selectees that are currently under orders, please be prepared to possibly be diverted or to renegotiate orders. Those not under orders may now find themselves in excess and may also be diverted. To be safe, all selectees should contact the detailer ASAP, if they haven't done so already. If you're looking for a challenging billet related to Information Warfare/Information Operations then North Command HDGDIP in Colorado Springs, CO could be the billet for you. These billets will be available very soon.

Cryptologic Technician (Collection)

When you are looking at requisitions on JASS, please pay particular attention to the associated NEC. Some common problems recently encountered are Sailors applying for jobs coded NEC 9149 that do not currently hold the 9147 NEC and E-4 and below Sailors applying for jobs coded for 9502 Instructor duty. You must have the 9147 NEC to be considered for jobs coded with 9149 and you must be an E-5 or above to qualify for instructor duty. Do not hesitate to contact your Career Counselor or your Detailer with questions about JASS or any other phase of the orders negotiation process. They stand ready and willing to assist you in any way they can.

Update to Career Schools Listing (CSL): NEC 9131 Combat Direction Finding (CDF) has been added to the (CSL). What does this mean to you? This means that there could be a possible automatic advancement to E5 using the STAR program. See NAVADMIN 189/03 or contact your CCC for more info.

Cryptologic Technician (Interpretive)

SECOND LANGUAGES: The CTI rating is moving towards our stated vision of training linguists to be regional experts. To that end, there are many secondary and tertiary language opportunities available. Approval for secondary and tertiary languages must come via the detailer to the CTI Community Manager/TECHAD.

There will be no more Arabic-Chinese or Korean-Russian types of linguists. All secondary and tertiary languages will compliment the primary whenever possible. Exceptions will be made for those linguists whose primary language does not currently have a robust OPTEMPO.

Please note that these new language opportunities are limited to those languages and dialects for which we have a valid, stated requirement to fill. The CTI rating does not train in Greek, Italian, German or Japanese. Any CTI desiring a secondary or tertiary language must have a current DLPT score of L3/R3 in their primary language to be considered for more training.

Intelligence Specialist

The men and women of the Intelligence Specialist (IS) rating have a lot to be proud of. Our rating, in conjunction with a host of others, continues to drive real-world operations.

The recent successes in Fifth Fleet proved that our Sailors are a crucial part of our Navy's mission.

Although our Selective Reenlistment Bonus rates are not as high as they were last year, they are now targeted towards specific skill sets. If you are interested in obtaining a higher SRB, look at billets coded for the specific NEC the next time you are in your detailing window.

Change in Sea/Shore rotation for IS. Due to the manning situation of the IS E-4 and below (119%), the billets authorized vs. inventory for sea (306/124) and shore (23/107) as well as current/future advancement projections, CNO N2M has changed the Sea/Shore rotation for E-4 Intelligence Specialist rating to 42/24.

Reducing the length of shore assignments for E-4s allows the detailer to reduce the number of paygrade substitutions requirements for Navy and Joint assignments, and will allow more flexibility in fulfilling shore duty requirements as the community reduces the inventory of E-3 and below pay grades.

ASVAB Review. In September of 2002 the ASVAB formal analysis concluded that the ASVAB be raised to 108 AR + VE (with a waiver of 6 points) for entry into the IS Rating.

NEC Update: 3924. NMITC, N2M and CFFC have established a GCCS-M G-school (requisite) at NMITC. A "G" school designation will enable en route GCCS-M applications training prior to OPINTEL "C" school, eliminating redundant training and enabling an increase in analytic training and practical exercises in OPINTEL "C" school, including the use of the intelligence strike/expeditionary team trainers.

The OPINTEL course is designed to provide Intelligence Specialists the knowledge and skills to perform as an operational intelligence analyst and watch stander in any environment.

In this era of continual process improvement, your detailers remain your advocates. We are here to help. Call or email anytime you have a question or are ready to discuss future assignments.

SHORE SPECIAL PROGRAMS

SHORE SPECIAL PROGRAMS
PERS 4010

Opportunities in Shore Special Programs

PERS-4010 details to a variety of assignments such as Recruit Division Commander, Military Entrance Processing Stations, USS Constitution, USS Arizona Memorial, Navy Recruiters, Physical Security Duty, Brigs, Navy Absentee Collection Unit, Equal Opportunity Advisers, Drug and Alcohol Counselors, and Naval Leadership Training Unit Instructors.

We also detail Flag Writers, Flag Mess/Enlisted Aides, White House Communications Agency, Camp David, NATO, JOINT/PEP commands, Washington DC/Millington Staff placement, and "A" School Assignments.

For up-to-date billet availabilities please visit our website at www.bupers.navy.mil/pers4010/index.html or contact the appropriate detailler.

The majority of Shore Special Program Assignments require the completion of a command screening prior to orders being issued.

The screening requirements can be found in Chapter Nine of the Enlisted Transfer Manual. Additionally, NATO, JOINT, White House Communications Agency, Camp David, Flag Writer, and Flag Mess/Enlisted Aide billets are nominative positions, which means you must be interviewed and accepted for the position.

This is usually a fairly long process, if you are interested contact PERS-4010F, PERS-4010F1, PERS-4010F2, PERS-4010F3 or PERS-4010G for specific details.

Each week Shore Special Programs updates its "Hot Picks" on the PERS-4010 web page. "Hot Picks" lists Shore Special Program billets that need to be filled as soon as possible.

You can access Shore Special Program's "Hot Picks" by visiting the above-mentioned website.

Remember, if you are interested in PERS-4010 billets, you must contact your regular rating detailler and request to be released to

Shore Special Programs.

*Major Washington/Memphis Staff
Detailler PERS 4010F*

Flag Mess /Enlisted Aide Mess Management Specialist

Flag Mess/Enlisted Aide assignments have been relocated from PERS-402B to PERS-4010. Flag Mess/Enlisted Aide assignments can be up to eight (8) consecutive years of duty. Contact your rating detailler when you are in the 10-month detailing window. Ask to be released to PERS-4010F2 for Flag Mess placement. When released, contact PERS-4010F2 to discuss Flag Screening and assignment. Qualified personnel interested in White House or Camp David assignment are recommended to contact your rating detailler when you are in the 12-month detailing window.

Volunteers in paygrades E4-E9 may apply for the Flag Mess/Enlisted Aide Program by submitting a personnel action request (NAVPERS 1306/7). You must include an endorsement from your commanding officer on letterhead, and copies of your last 36 months EVALUATION / FITREP. You can apply for this program whether on sea duty or shore duty. However, billets for this special program are very competitive. An extensive culinary arts and customer service background is strongly recommended.

For more information, refer to ENLTRANSMAN 9.48/9.60, SECNAVINST 1306.2, and DOD Directive 1315.9.

*Flag Mess/Enlisted Aide Detailler
PERS 4010F2*

Equal Opportunity Advisor

Are you tired of the same old assignments and want a little diversity in your career? Then you might want to consider a tour as an Equal Opportunity Advisor (EOA). The Navy is currently searching for highly motivated Sailors who have the de-

sire to become EOAs. If you are an E-6 or above, and have ever served as a Command Managed Equal Opportunity (CMEO) Manager or you don't have any EO experience but would like something challenging, a tour as an EOA might be perfect for you. EOAs are critical to the Navy's mission success and serve as valuable training tools to the Fleet worldwide.

If you want to serve as a EOA, the first step is to request via NAVPERS 1306/7 to be released from your rating detailler to PERS-4010D1. Consult Chapter 2.02 of the Enlisted Transfer Manual, NAVPERS 15909F, to obtain specific guidelines for submission of the 1306/7. Once you are released, PERS-4010D1 will notify PERS 00H (Navy Equal Opportunity Office), and a prospective EOA Interview sheet will be forwarded to your command. The EOA interview is very similar to an instructor screening form. You will need to be interviewed by a qualified EOA, or the Navy EO office, and receive a favorable endorsement by your Commanding Officer. Next, you will negotiate orders either to sea duty or shore duty. Then you will be issued orders to the Defense Equal Opportunity Management Institute (DEOMI) for training. DEOMI is located in sunny Cocoa Beach, Florida and the course is 15 weeks in duration. After graduating from DEOMI you will go to your ultimate duty station as the Command EOA. Please keep in mind that a tour as an EOA does not preclude you from fulfilling your regular rating sea/shore rotation requirements.

Any interested personnel should contact PERS-4010D1. For additional information you can also contact TMCS(SW) McGhee or CTRCS(SW) Henderson at the Navy EO office, (800) 253-0931.

*EOA/NAVLEAD/CAAC Detailler
PERS 4010D1*

Defense Equal Opportunity Management Institute Instructors

Looking for a challenging assignment

that not only enhances your career but also impacts the readiness of the Fleet? Come join the elite corps of instructors at the Defense Equal Opportunity Management Institute (DEOMI) and make a difference in your Navy and the Department of Defense.

Work with senior enlisted, officers, and experienced DoD civilians from all services, to include the U.S. Coast Guard.

DEOMI is the only organization of its kind in DoD, responsible for providing equal opportunity and equal employment opportunity (EO/EEO) training to military members E-5 through O-7, DoD civilians and international students.

The Institute offers nine courses and three workshops. Teams of select trainers travel throughout the U.S. and abroad to Europe, South Africa, and other attractive locations.

Primary duties include platform instruction and small group facilitation; however, an assignment at DEOMI also brings leadership opportunities, program management, and curriculum design.

DEOMI instructors do not face a training dead-end. Instructors have opportunities to receive professional training from military and commercial sources.

A demanding but predictable work schedule also allows staff members the opportunity to attend college and graduate-level courses. Many have attained associates, bachelors and even masters degrees while serving at DEOMI.

DEOMI is located at Patrick Air Force Base, Fla., near sunny Cocoa Beach along Florida's Space Coast.

It's close to Orlando and Disney World, and just a few hours from Jacksonville, Tampa, or Miami. Recreational activities are plentiful with some of the best fishing in the country.

Much progress has been made in the areas of EO and EEO but there is more work to be done.

You can make a difference in the lives of U.S. and international service-members and civilians. Come aboard DEOMI and be a catalyst for change. For more information contact:

*EOA/NAVLEAD/CAAC Detailer
PERS 4010D1*

"A" School Assignments

Are you a non-designated Seaman, Airman, Fireman or designated Sailor wanting the formal training "A" school can provide? If you are looking to take a positive step forward in your career "A" School may be your answer. How do you go about getting an "A" school? First, talk to your career counselor. He or she is an invaluable resource in determining what you qualify for, which ratings offer the best opportunities for advancement, and in getting your request submitted.



Seaman Apprentice Anastasia Novosyolova practices emergency medical technician skills during a practical exam given at the U.S. Navy's Hospital Corpsman "A" School. U.S. Navy photo by Journalist 2nd Class Jessica Pearce.

A few notes for career counselors:

Forward all "A" school requests to 4010S via 1306, along with supporting documentation per the Enlisted Transfer Manual (ENLTRANSMAN Ch.7).

All packages must include the Sailor's ASVAB scores; also listed is special information needed for certain ratings. If a waiver is requested, include a clear justification.

Carefully review paragraph 7.17 in the ENLTRANSMAN. This lists the required ASVAB scores, hearing and vision requirements, citizenship limitations, security requirements, and other special requirements.

Per MILPERSMAN 1440-050, Sailors may not take the exam for one rating and request "A" school for another.

If the Sailors ASVAB scores are outside the waiver limits, the JOBS program may be an option. Check the requirements listed in

OPNAVINST 1514.1C.

*Head "A" School Assignments/ATF
Program
PERS 4010S1*

FLAG WRITERS WANTED

If you are a yeoman, E-5 or above, and are looking for a challenge, consider being a Flag Writer. A Flag Writer is a specialized yeoman assigned to the personal staffs of senior officers, senior executive service personnel and in some cases joint billets to assist those officers with administrative details. Flag writers manage Flag/General Officers' schedules, plan and arrange TAD trips, type officer FITREPS, plan and arrange official and social functions, prepare personal and business correspondence. Flag Writers are also trained in social usage and protocol, honors and ceremonies.

After earning the 2514 NEC through successful completion of the five-week YN "C" School in Meridian, MS, Flag Writers use these skills to effectively manage the front office for their Flag/General Officer. Assignments of Flag Writers are made on a highly personalized basis and are not normally subject to rotational constraints. However, it is important for a Flag Writer's career to show a steady progression of assignments including shore duty, sea duty, joint duty and overseas assignments.

If this community sounds interesting to you and you are ready for a real challenge, please contact the Flag Writer Placement Coordinator for more information.

*Flag Writer Placement Coordinator
PERS 4010F3*

**Not sure how to
assist a customer
from the fleet?
Refer them to our
Customer Service
Center at
1-866-U-ASK-NPC
or
www.staynavy.navy.mil**

HEAD ENLISTED COMMUNITY MANAGER (N132D)

As the Head Enlisted Community Manager, my team of rating ECMs, TECHADs and I staff hundreds of requests from Fleet Sailors every month. We see 1306/7's for Fleet Reserve (including cancellations and date changes), waivers of High Year Tenure requirements, rating conversions (voluntary and forced), General Assignment Recalls from Reserve personnel, and prior service personnel (NAVETs and OSVETs) seeking to reenlist. Our job as ECM's is to balance your desires with the needs of the Navy, while still meeting Congressionally mandated by-law requirements of Navy personnel end strength (the maximum allowable number of Sailors we can have on active duty). The following paragraphs provide key points in determining whether or not we approve your request. It should be a general guide for yourself and your Command Career Counselor.

Fleet Reserve Requests This critical career milestone requires careful planning on your part. Before you submit your request, ensure you will meet the requirements (20 years active duty, full DoD area tour completed if overseas, OBLISERV/retainability requirements for current PCS transfer or training met, Time In Grade payback done if advanced to E7-E9, etc). Your detailer and the N132 team will look to see that the requirements are met. If you know you need a waiver, contact us ahead of time via phone or email. We can tell you the likelihood of approval. Time In Grade waivers, for example, are granted only in the most extreme of circumstances.

Once your Fleet Reserve request is approved, we build our recruiting, training and promotion plan with the goal of replacing you. In other words, we find, train and promote your relief. So, when a Sailor reverses course and asks to change their Fleet Reserve date or cancel it completely, there is little chance of approval. You can increase your chances of canceling an approved date by volunteering to take a hard-fill billet (e.g. an FDNF sea billet). Bottom line: make sure going to Fleet Reserve is what you REALLY want to do and then stick to your decision.

High Year Tenure Waivers High Year Tenure (HYT) gates are set to ensure Sailors progress through the ranks at an acceptable pace, and also serve to provide continued advancement opportunity for our more junior shipmates. Approvals of requests for HYT waivers are the exception rather than the rule. If you want to remain on active duty beyond the established HYT gates, plan on taking the most challenging job and going to the most exotic location. HYT waivers are a trade-off: we reduce the promotion opportunity for one Sailor in return for having another Sailor take a very challenging assignment. HYT waiver requests for shore duty in Mayport are not to be approved! We recommend you review paragraph five of OPNAVINST 1160.5C before submitting an HYT waiver request. Remember that maximizing SRB entitlement is not a reason for submitting an HYT waiver request, nor is staying beyond HYT to await advancement results. Bottom line: HYT waivers are only going to be approved for Sailors stepping up to the plate for the most

challenging jobs!

Rating Conversions Current success in recruiting and retention is causing some ratings to be over-manned. In seeking the best advancement opportunities, many Sailors are looking for conversion. This is a great idea! The most current CREO/REGA message gives a good idea as to where we need talented Sailors. Also look at the latest CPO selection percentages. Although they change from year to year, you can spot trends that may bode well for the future. In company with your CCC, do your homework and make sure you meet the qualifications of the field you want to enter. If you need to retake the ASVAB, do some studying ahead of time. If you need to take a qualifying physical test, take a few extra laps around the track or in the pool. Give yourself the best opportunity for success as you reinvent yourself. If you are forced to convert (loss of security clearance, physical or medical disqualification, etc), this can be a traumatic event. We will work with you to get you into a suitable alternate rating. Once again, the current CREO/REGA message is your roadmap to where the opportunities are. During a force conversion, your choices may be somewhat limited. As before, communication with the detailer and the ECM by email or phone can help smooth what is a major change.

In summary, we as ECMs and TechAds are here to monitor the health of a group of ratings and the Navy Enlisted force as a whole. We may be considered "bean counters" and "number crunchers", but first and foremost we are Fleet Sailors. We have been where you are now, and will return after our tours are over. A phone call or email in advance can help us help you as you progress through your career!

CRYPTOLOGY

By the time you read this edition of *Link-Perspective*, the EW-CTT rating merger will be complete. Rating mergers will continue throughout the Navy and in the Cryptology community as we exploit emerging technologies to maximize our effectiveness while growing smaller.

In the cryptologic business, we have been looking at all the skills that relate to our core mission: collect, exploit and analyze information. The requirement for a CT community of 12,500 Sailors is being looked at very closely. Our mission focus is shifting into the computer network operations and information operations arena. Some of you have acquired new skills. Whether these have been acquired through formal Navy training, civilian academic centers or OJT, make sure you get ALL your skill training documented, in FITREP/EVALS, on Page 4's and if there is an NEC, get it formally entered into your service record. Many times when your Detailer or TECHAD reviews requests for Special Programs, for further training or even for SRB reenlistments, we find Sailors' records are not being updated. Without proper documentation of training completed or NEC's attained, you may be putting yourself out of the running.

Recent NAVADMINs have hit the street on Perform to Serve, High Year Tenure for E-4s, early transitions (for 6 month early out), to name a few. A common theme – you need to advance to stay Navy. In the Navy of tomorrow, there are no jobs for career E-3's.

The future Navy belongs to those who hit the deck running and accelerate from there ... Full Speed Ahead.

CTO The future for CTO's holds many challenges and opportunities. Our vision message is out on the street. Everyone needs to read and fully understand the implications of this message. Based on the direction set forth in CNO's Sea Power 21 and the NAVSECGRU (NSG) vision message, a working group has been formed at NSG HQ to develop a plan to possibly combine the CTO rating with the Information Systems Technician (IT) rating. In addition to this merger, there is also the proposed creation of the CTN (Networks) rating. If SECNAV approves, the initial group of CTN's will be selected from the conversion process. More information will be disseminated at a future date about submission of packages for conversion to CTN. It is imperative that you keep informed on the issues; career decisions you will be making are going to be greatly affected by the outcome of this process. The best way I can help you prepare for the future is to provide you with the most current and up-to-date information. NKO will be the best way to disseminate this information. Vision updates will be posted on the Navy Knowledge On-Line (NKO) website www.nko.navy.mil. Command visits are being planned to brief Chains of Command and individual Sailors. You can still have a career performing the duties you are performing today, the only difference is that you could possibly be performing them as either an IT or a CTN. If it is your desire to request a rating change via conversion, every opportunity will be provided to you. Conversion to another rating will follow current procedures as outlined in the MILPERSMAN 1440-010 and approval/disapproval will be based on current needs of the Navy. If you have any questions and/or concerns please feel free to contact me either via email or phone call. **OUR FUTURE IN THE NAVY REMAINS EXTREMELY BRIGHT!**

CTT/EW In October 2003, the CTT/EW merger will be complete. If you have not submitted your package for a Top Secret Clearance, you will be force converted to another rating. If you have not received any updates regarding the status of your clearance in the last six months, please contact your SSO to check on the current status of your package. If your package is/was lost, you must resubmit it, immediately. It is your responsibility to follow-up on the status your clearance!

If you are notified that you will not be able to attain a Top Secret Clearance, contact your technical advisors at DSN 225-3051, email NXAG_N132D8G@navy.mil, or at DSN 225-3320, email NXAG_N132D8F@navy.mil immediately. You will have to begin the process of a force conversion to another rate. The earlier you contact your technical advisor, the better your chances are for converting to a rate that is career enhancing with optimal promotion opportunities. Now more than ever is important to know your career path, plan your next set of orders, and establish goals that you wish to accomplish in your Naval Career. With the merger, there are a wider range of opportunities for diverse training and assignments, don't let these golden opportunities pass you by.

CTA We're sure many of you are wondering about what the future looks like for our community. We are working hard at plotting the right course to make the future the best ever! Until then let's talk retention and advancement. Yes, our retention has been great with first term CTAs reenlistments at 70% and the entire rat-

ing overall at 80+%. Our manning levels have been the healthiest we have seen in years, with the entire rating at well over 102%. That's the great news! Of course since enlisted advancement is vacancy driven, with such a healthy retention rate, advancement numbers can't necessarily be as great. Advancement has been good in certain paygrades and low in others. The future does appear to show some improvement in our numbers. We had great opportunity for E4 and E5 advancement this last cycle. We know that with the change to the E4 HYT to 8 years per NAVADMIN 160/03, many of our junior CTAs are concerned with future advancement cycles. No guarantees, but hopefully the numbers will be good and those who study hard and put their best forward will make the cut. Remember advancement is up to you. Take the time to prepare well in advance ... it's your pay, your career and your future!

CTM There are plenty of mess deck rumors out there concerning the future of the CTM rating. One of the worst is that "CTMs are going away soon." It is true that over time the CTM rating will be disestablished as outlined in the CTM vision message posted on www.nko.navy.mil. However, CTM's will still contribute to the Navy's mission for a long time to come. Our Sailors have diverse skills including electronic maintenance, information technology, and a few are proficient in computer network operations. So what happens in the interim? A working group at NAVSECGRU has been chartered to set the road map for CTMs over the next 10 years.

What does the typical CTM need to do now to prepare for the rest of their career, be it as a CTM or another Navy rating? First would be to evaluate what skills you are proficient at and/or have a desire to perform. Next would be to determine if there are other Navy ratings that have strong requirements for these skills. Last, would be to determine YOUR transition plan and what suits your career plans. This isn't going to happen tomorrow or next month or next year. You have time to really think things through and do what is right for you. Use your resources such as your career counselor, immediate supervisor and Chiefs. Read the CTO article in this LINK, much of the information pertains to CTMs as well. As always, keep current by using the NKO website.

CTI Coupled with the Navy's transformation in training and COMNAVSECGRUs vision, the CTI rating is undergoing many changes. Increasing language proficiency standards, training in the less commonly taught languages, second language attainment, the Advanced Language Response Team (ALRT) concept, and the continuing cryptologic education training program are just some of the initiatives that are ongoing. Keep informed of all the initiatives and changes that are published and plan early to meet the new language standards. CPOs, not only are you the mentors for our Sailors, but the example for all to emulate. You are the cog that will guarantee our success in transformation. Navy Knowledge Online, www.nko.navy.mil is a good place to get information.

Opportunities for conversion to the CTI rating are still good providing all eligibility criteria are met. Eligibility criteria will continue to be strict as we head to our goal of increased language graduation standards. Check our website at www.persnet.navy.mil/pers2/N132D8/cti/cti_webpage.htm for up-to-date requirements and rating information.

CTR his is a time of dynamic change in the CTR rating. We are

no longer a source rating for ADP support NECs and we will be divesting ourselves from the CNO mission upon establishment of the CTN rating. These changes will allow the CTR rating to focus on its traditional core competency.

There is a common misconception throughout the CTR community that if you attended the BDNA course, you will automatically be converted to CTN. This is not true. A conversion package must be submitted, then the package is routed to the losing rating community manager for concurrence, or nonconcurrence, and then forwarded to the gaining rating for their recommendation. There are numerous reasons why a package could be disapproved by the losing rating, but the most common, is holding a critical NEC in the present rating. Therefore, conversion to CTN will not be automatic.

Aviation

Congratulations, to all the newly selected Chief Petty Officers. This is a major step in your career. Good job on you, and keep pressing on. As leaders, we must strive to guide our shipmates in the right direction. First term reenlistments are up and retention is higher than ever. Our job isn't over yet; Sailors really need to look into their futures. Jobs outside of the Navy are there, but many of your shipmates are finding out "the grass is not always greener". Take time to consider all of your options prior to taking that plunge. Career Counselors sit down, take time and help map your shipmate's future. Try and show them the bigger picture. Also, for those NAVETS out there, step up to the plate, be a leader. Counsel those in what you've experienced. You've experienced something that most of us haven't (separating). For those submitting rate conversion packages or who fall under the Perform to Serve program (PTS), make sure that you qualify for the rate you are submitting for. This means having the required ASVAB to attend "A" school, eligible for security clearances (if applicable), and physically qualified for the program. Performance Evaluations play a pivotal role in the decision-making and selection process. Adverse marks and statements may have a negative impact on your request. For more in-depth information on all ratings, visit the community managers' web site at www.bupers.navy.mil/pers2/p22news.htm. For members that fall under PTS, consider seeking greater responsibility and teamwork positions as an AW aircrewmen. The job is challenging, provides additional pay incentives and the reward of superior teamwork and mission accomplishment are self-fulfilling. For additional information on the AW program and physical requirements, visit the aircrew information page at www.bupers.navy.mil/pers2/N132D2/avmain.htm.

Supply

The Selective Training and Reenlistment (STAR) Program offers career designation to first term enlisted members who enlist or reenlist and thereby become eligible for the following career incentives:

- (a) Guaranteed assignment to an appropriate Class "A" or "C" school (but not both) and;
- (b) Possible advancement from petty officer third class to petty officer second class upon completion of a Class "C" school or a Class "C" school package, which is listed in the Career Schools Listing (CSL), MILPERSMAN 1510-020, and the CSL NAVADMIN

in effect on date of reenlistment.

Below lists the current career schools for supply ratings:

- DK-2905 DISBURSING AFLOAT AUTOMATED SYSTEMS SPECIALIST-CIN-A-542-0015
- MS-3525 PRIVATE MESS SPECIALIST-CIN-A-800-0031
- MS-3527 CULINARY SPECIALIST-CIN-A-800-0030
- SK-8012 AVIATION SUPPLY SYSTEMS SPECIALIST-C-551-2016
- MS-8289 TRANSPORT SAFETY SPECIALIST-Q-050-1500
- SH-3538 BACHELOR QUARTERS SPECIALIST-A-800-0032
- SH-3131 SHIP'S STORE AFLOAT RESALE OPERATIONS MANAGEMENT (ROM II)-A-823-0015
- SK-2814 SUPPLY FINANCIAL MANAGEMENT A-551-0093 (SK (SS) Only)
- PC-30XX FLEET INDEPENDENT /SUPERVISOR POSTAL CLERK

Training

To allow for more efficient cross training within the DK and PN ratings, both afloat and at our PSAs and PSDs, PNs are now allowed to attend the Disbursing Afloat Systems Specialist school for award of the 2905 NEC. To obtain a school quota, contact your detailer.

If you are a hard charging MS and are seeking a challenging, rewarding and career enhancing shore duty billet, you can be a valuable ingredient in the "food" chain for molding our MS's of tomorrow. There are currently several billets available for MS "A" School instructors waiting for you at Lackland AFB, San Antonio, Texas.

Your knowledge and experience as a food service professional can have a strong and lasting effect in "setting the table" for the growth of our young and inexperienced food service personnel. MS "A" school instructors are required to complete their Associates degree during their instructor tour, so if you ever wanted a high profile billet, with the opportunity for advanced education, but it was just never there when it was time for orders, now it is and you have that opportunity. Shore duty eligible MS's that are within 12 months of PRD are highly encouraged to contact your Detailer to apply.

Being a member of the White House or Camp David Teams is one of the most prestigious support assignments the Navy has to offer. Mess Management Specialists serve an increasingly vital mission in direct support of the President of the United States. Both the White House and Camp David offers unparalleled technical training opportunities and one-of-a-kind experiences found nowhere else within the Department of the Navy.

Working alongside a team of dedicated professionals, the ideals of honor, courage and commitment are practiced daily in providing the highest quality of service for the President, First Family and guests.

Top performing, highly motivated Sailors with a proven history of military excellence ready for the ultimate assignment for both themselves and their families are encouraged to volunteer to join the White House and Camp David Teams. This assignment requires U.S. Citizenship and will require a top-secret clearance.

For additional information regarding the White House: please contact MSCM (SW/AW) Powell 202-757-1219, e-mail cpowell@whmo.mil. For Camp David: please contact (301) 271-1406/

Surface

ALFA, ALFA! The Signalman (SM) Rating Absorption is moving forward. When approved, it is slated to start October 1, 2003 and scheduled to be complete by September 30, 2004. What this means for SMs is that we need to work together to find you a new rating. Some visual signaling competencies are being retained, but responsibility is being shifted to the Quartermaster (QM) rating. A small percentage of the SM rating will be converted to QM, in order to meet their increased requirements and to retain the visual signaling skill-set in the pilothouse. For those SMs who do not become QMs, this is your opportunity to explore conversion to other ratings for which you are qualified (ASVAB score, security clearance, etc). We are strongly encouraging SM's with the Physical Security (9545) NEC, or physical security experience, to consider conversion to the Master At Arms (MA) rating. Additionally, SM's with the Career Information Program Advisor (9588) NEC or Recruiter (9585) should give serious consideration to converting to a Navy Career Counselor (NC) or Navy Career Recruiter (NCR). Other communities that are looking for a few good Sailors are the SEALs, EOD, Divers, SWCC and LCAC Craftmasters. For more information on these rates contact the individual Community Managers or Detailers. It is very important that we find a new rating that both fits the needs of the Navy, and your personal skill-set and preferences. Use the latest CREO/REGA NAVADMIN and the advice of your Career Development Board. The Community Managers are standing by to give the proper level of extra attention to each SM conversion request. ALL SMs N132D6 – Surface Operations Enlisted Community Manager should begin to submit conversion requests on 01 October 2003. All first-term SMs must request conversion via PTS — ensure you list three ratings to which you desire conversion. For more information read the SM Rating Absorption NAVADMIN(s), or visit the Community Manager's website available on the BUPERS homepage.

Master-At-Arms

We have some great news to share with the community. We currently are authorized 7909 MAs and have 6476 MAs across all nine pay grades. We are headed to 8828 MAs for the active duty force. The Reserve and TAR Communities will be addressed in the next edition.

As of 2 June 03, we were currently at 98% of our FY05 goal for MA1s and are not presently accepting any more conversion requests at the E6 level (although we have some spots saved for the SM community). I recognize all of you know an exceptional PO1 who would be great for the community – but our superior performing MA2s need to have the opportunity to advance. We have also accessed the majority of NAVETs, OSVETs, and General Assignment Recall accessions that the Navy had planned to bring onboard in FY03 and we will not be accessing any folks within these groups for the remainder of this FY. We don't yet know what FY04 will bring – we currently have 860 recruits who have signed up for MA under the Delayed Entry Program, which meets our Recruit accession requirements for FY04.

Next step: We still need PO2s, PO3s, and junior Sailors for our community. Our target is the CREO Group 3 ratings and the 9545s currently serving in our Security Departments and TAD onboard

our large deck ships. Are we accepting CPOs: YES – they must be exceptionally well-qualified, prior 9545 with superior performance while serving in a Security Department. We depend a great deal on the Commanding Officer's and Security Officer/Senior Enlisted MA endorsement along with the evals/fitreps to help us ensure the quality of the candidates. Have we converted 100% of the Chief applicants – NO, the Chief's selected have demonstrated superior performance, excellent growth potential, and when converted perform at a level commensurate with our current Chief's Community. The vast majority of current conversions have either just completed a Security Department tour or are currently in a Security Department and are in trusted positions of leadership, e.g., Operations Officer, Training Officer, Asst Operations Officer, Watch Commander (large departments).

Master/Senior/Chief Advancements: As you have seen this year, the opportunity was excellent – I anticipate our potential to be at or slightly above the Navy average for the foreseeable future. Again, sustained superior performance, trusted leadership positions, key staff duty billets, and ever increasing responsibilities are the hallmarks of those selected.

Forced Conversion: There is no such thing as a "zero-defect" MA – even some of our most successful Navy leaders have needed a rudder course correction early on in their careers and have become some of our most successful Sailors. We need to exercise positive leadership and recognize that people do make mistakes. If you are considering submitting and MA for forced conversion, first ask yourself – why am I doing this? Review MILPERSMAN Article 1440-010, paragraph 16, for forced conversion requirements/procedures and then call us to discuss the case.

Mentorship: Every Security Department has received, or will receive, our newest MA/9545 school graduates. Our challenge is to provide the mentorship needed to ensure the success of our newest members. Some of the 9545s will want to immediately convert; some of our new MAs will want to know what to do next for their career progression.

Our best and brightest are normally those Sailors who have an active mentor providing day-to-day, short-term, and long-term career planning. Under the new 5-vector model, each MA's career progression will be tracked for qualifications achieved (personal and professional) and the next job will depend on current and past duty assignment accomplishments, qualifications achieved, and potential.

There are several sites, including the Navy Knowledge Portal and the Navy/Marine Corps Security Net, that are accessible to everyone for information concerning our rate and the community in general. Every MA should log onto each of these sites at least daily to ensure they remain well informed on current community and Navy events and initiatives.

In closing, we are responsible for our own community – its growth and professionalism. We will have grown by over 2000 MAs this year alone and will grow another 2000 next year to stabilize our community.

What can you do – 1) Be involved in the PTS program and ensure that anyone recommended for conversion to MA meets the eligibility requirements; 2) Be involved with your local recruiter and help mentor those individuals who have signed their contracts for Navy entry as a MA; and 3) Be involved with your own career and plan where you want to be 1 month, 6 months, 1 year, 5 years, 10 years, and 30 years from now and then develop an ex-

ecutable plan and put it into motion. Nuclear Enlisted

The first order of business is to say congratulations to all those selected for advancement to Chief Petty Officer. Your selection reflects many years of dedicated service and hard work. As leaders in the Navy and the Nuclear Propulsion Program, each of you will play an important role in preparing our future leaders as well as facing today's leadership challenges.

The service records of our new Chiefs clearly indicate that the secrets of a successful career remain founded in sustained superior performance and the engagement of each individual in reaching critical milestones. Each command must play an active role in the evolution of their Sailors' career paths as well as their professional development. One essential career milestone is completing a tour of duty as an instructor at Nuclear Field "A" School, Nuclear Power School, or at one of the Nuclear Prototype Training Units. These commands represent half of the nuclear enlisted community's shore duty billets and are some of the nuclear field's top priority assignments.

Other milestones important to a successful nuclear enlisted career include:

- Watch qualification. For E-6 and above, it has been proven repeatedly that qualification as Engineering Watch Supervisor (EWS) / Propulsion Plant Watch Supervisor (PPWS) is critical to supporting your command's mission and improving your opportunity for advancement. Academic difficulties during initial pipeline training may be overcome by sustained superior performance at sea and qualification as EWS/PPWS.
- Warfare Qualifications should be completed early during the first sea duty assignment.
- Mentorship. It is not just the phrase-de-jour, it's how we develop our subordinates and formulate cohesive Team Building. Active involvement in training and qualification programs is an important aspect of professional development that starts early in your first tour and continues until you separate or retire. Ensure that your development is documented in your evaluations in order to keep you competitive for all assignments.

Our nuclear recruiters continue to do an outstanding job bringing in new recruits. Utilizing new programs in order to enlist the "cream of the crop" and further gains in retention have resulted in the ability to significantly reduce ongoing accession requirements. These gains have allowed the Nuclear Propulsion Program to save the Navy millions of dollars in personnel and training costs and bring manning near or above 100% across all nuclear ratings.

As of this writing, 22,932 of the 344,681 active duty enlisted personnel in the Navy are designated submariners. Simple arithmetic shows that submariners are only about six percent of the total enlisted strength. Submarine Duty Incentive Pay (SUBPAY) is one of the mechanisms used to compensate each submariner for the arduous work you perform on a daily basis.

It is important for you to understand the stringent requirements for maintaining this compensation and avoiding annoying pay issues caused by uneducated career decisions. The governing

document is SECNAVINST 7220.80E CH-2, Submarine Duty Incentive Pay (SUBPAY) Program.

There are two basic types of SUBPAY, Continuous SUBPAY (CONSUBPAY) and Operational SUBPAY (OPSUBPAY). The following highlights the basic principles of the SUBPAY program:

- Active duty enlisted personnel are eligible for CONSUBPAY if they satisfy the following conditions:
- Assigned designator "1" (SS) or "2" (SU),
- Assigned a Submarine Service Entry Date (SSED) in accordance with SECNAVINST 7220.80E CH-2,
- Have obligated service for at least 14 months beyond their PRD while not serving on a submarine,
- Physically qualified, and
- Have performed sufficient qualifying "operational submarine duty" upon completion of the 12th and/or 18th year of submarine service. Prior to the 12th year of submarine service, there is no minimum "operational submarine duty" requirement.

If you fail to satisfy the 12-year gate requirement, you cannot regain CONSUBPAY eligibility until the 18-year gate milestone. If you fail to satisfy the 18-year gate requirement, you cannot regain CONSUBPAY eligibility - EVER.

Some **DO's** and **DON'T's** to avoid pitfalls of the most common SUBPAY casualties:

- DO double and triple check that you have sufficient obligated service *prior* to transferring to any duty station that is not a submarine. Once you detach from your current duty station without sufficient obligated service, your legal entitlement to CONSUBPAY stops.
- DO NOT adjust your PRD to a later date while on shore duty without maintaining 14 months obligated service past your PRD as required in SECNAVINST 7220.80E CH-2. Realize the impact a PRD change has on your SUBPAY.
- DO NOT obligate for service beyond your High-Year Tenure (HYT) limit without the appropriate waiver required by OPNAVINST 1160.5C, "Reenlistment Quality Control Program".

The final point, and one of the most important is, please do not hesitate to give me a call with questions or to correct SUBPAY



The Navy's newest and most advanced submarine, Pre-Commissioning Unit (PCU) Virginia (SSN 774) was christened on Aug. 16. Photo courtesy Electric Boat.

Perform To Serve (PTS) conversion and opportunities in the Musician (MU) rating

Many of you who are candidates for *Perform to Serve* conversions have inquired about requirements for converting to MU. Great! If you're a talented vocalist or instrumentalist and interested in a new and exciting career challenge, we welcome an opportunity to bring you on board the Navy's music team!

You will first need to complete an audition, prior to requesting assignment to MU "A" School, so speak with your Career Counselor today to get one scheduled on board the nearest Navy band. Once you qualify, just follow the procedures for requesting lateral conversion and assignment to "A" School through the proper channels. Your Command Career Counselor will assist you with this

process.

All MU NECs are open, and there are critical needs in the following specialties: Flute (3801), Clarinet (3803), Saxophone (3805), Tuba (3811), Guitar (3812), and Electric Bass (3815). Note: Flute and clarinet majors must also be able to perform on saxophone and, likewise, saxophone majors must also be able to double on clarinet or flute.

Visit the Navy Music Program website to learn more about the exciting career opportunities available to you on the Navy's *music* team or call the Navy Music Program Management Office at (DSN) 882-4316/4314 for more information.

www.bupers.navy.mil/navymusic

MU Detailer PERS-64D

John.Wowk@navy.mil



Gaeta, Italy — Musicians from the Sixth Fleet 18-piece Jazz Ensemble perform live for a large crowd of Italians during a charity festival in Gaeta. The festival, called IOETE ("me and you"), is a consortium of Italian non-profit organizations which come together annually with a common goal to generate public interest, providing support and contributions on behalf of people with disabilities. U.S. Navy photo by Journalist 1st Class Jason Thompson.

Conversions

FAX (PACKAGES): 882-2043 Check the receipt of the package at: Staynavy.navy.mil Conversion Q&A: 1-866-U-ASK-NPC Conversion Web page: www.Persnet.navy.mil/pers8/pers-81/Pers-811/Pers-811E.htm

Standard Conversion Requirements: (1) 1306/7, (2) Last 3 Evals, (3) ASVAB Scores CT,IS,MA,RP,NC,CRF,HM,DT ratings require additional documentation. Note: Bupers Access 1306/7 are not recommended for submitting Conversion Packages.

References: CREO/REGA NAVADMIN 093/03 MPM 1440-010 /MPM 1306-604 (Previously ETM Ch. 7) SRB/SDAP/STAR/OTT Fax: 882-2623

SRB Info: Sailors reenlisting for SRB who subsequently apply for an officer program will have SRB suspended as of the class convening date. Commands/PSDs are reminded to hold SRB payments abeyance for those members who already have officer packages pending, until results from those requests are received.

STAR: Requests are submitted to Pers 811 for staffing through rating detailer.

SRB questions: 1-866-U-ASK-NPC Pay and Personnel Assistance Center (901) 874-2521. Web Link: www.persnet.navy.mil

Perform To Serve (PTS)

Submission / Input questions: 1-866-U-ASK-NPC PTS Web page: www.staynavy.navy.mil AW Conversions: Visit the Counselors corner link.

Not sure how to assist a customer from the fleet? Refer them to our Customer Service Center at 1-866-U-ASK-NPC or www.staynavy.navy.mil

EPMAC

ENLISTED PLACEMENT MANAGEMENT CENTER

Procedures for non-designated personnel assigned to Limited Duty or a Pregnancy Tour

The assignments of non-designated personnel going to a limited duty or pregnancy tour coming from sea are processed by GENDET Assignments. We often receive communications from commands wanting to know why we haven't responded to an availability they have submitted. Normally, if you haven't received orders for the member within five working days after submitting the availability, it is because we didn't receive the availability.

The most common error with the submission of availabilities is non-transmission of the availability report via NSIPS. To alleviate this problem ensure you check the error report daily to verify if the availability report transmitted correctly. If NSIPS is not available to your command you can submit availability reports by message to EPMAC Code 472, 472A and 48 or by email using the following address: epmac_472@navy.mil & epmac_avails@navy.mil.

Once an availability report has been received by GENDET Assignments, orders are normally written and released within three working days, provided all pertinent information is in the report. If immediate availability orders have not been received within five working days of the availability submission, contact EPMAC Code 472 or 472A for a status check.

To reiterate, prompt and accurate submission of the availability

report will reduce untimely delays in the processing of personnel orders. Procedures outlined in Chapter 18 of the ENLTRANSMAN provide guidelines for submitting availabilities.

“A-YEEEE!”

Are you completing your sea tour and looking for a challenging shore tour away from the same old PSD routine? The Enlisted Placement Management Center (EPMAC), located in the culturally rich city of New Orleans, LA provides an excellent opportunity to play a key role in Fleet Readiness while working with Navy Personnel Command and the four Manning Control Authorities to properly distribute Active Duty and TAR Sailors throughout the Navy.

In addition, EPMAC provides NEC management, GENDET detailing, generates monthly Enlisted Distribution and Verification Reports (EDVRs), assigns limited duty and pregnancy orders and much more.

Clearly this is an opportunity to enjoy a rewarding shore tour while enhancing your knowledge of the Enlisted Distribution System. (Not to mention MARDI GRAS and some of the best food you will ever taste!)

Currently EPMAC has career enhancing opportunities for PN3 through PNCM. For more information about EPMAC and New Orleans please visit our website at www.epmac.nola.navy.mil or contact PNC(SW/AW) Altman at DSN: 678-1943/Comm: (504) 678-1943.